

THE LABOUR GAZETTE

COPY A

MAY
VOL. LIII

1953
No. 5

IN THIS ISSUE:

Fatal Industrial
Accidents during
Fourth Quarter, 1952

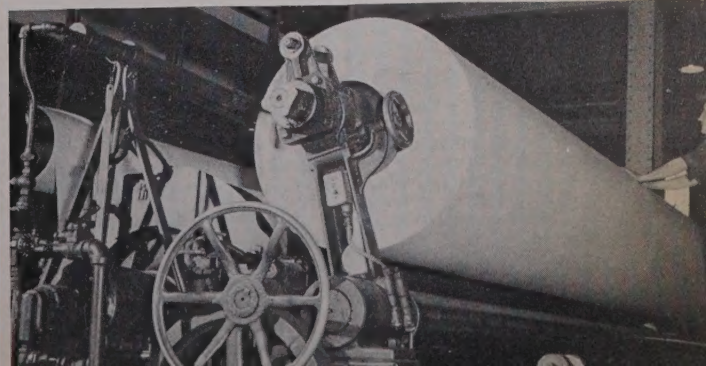
Wages, Hours and
Working Conditions in
Pulp and Paper Industry

Microfilms of Canadian
Labour Newspapers
in Department Library



Published Monthly
by the

DEPARTMENT
OF LABOUR
OTTAWA



THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

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manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

THE highlight of the manpower picture during April was the rapid seasonal expansion of employment in agriculture, construction, shipping and allied industries. There was also a slower but steady growth of employment in manufacturing as that sector of the economy continued to expand in response to growing consumer demand, defence expenditures and general resource development. As a result, employment levels increased noticeably during the month, particularly in the rural districts.

By the first of May only about 41 per cent of all paid workers were in the labour surplus areas, compared with 67 per cent the previous month, and 61 per cent in May of 1952. At the same time, there was a marked increase in the number of persons in the economy working full time. This resulted both from fuller utilization of those already in the labour force and from the usual seasonal additions to the labour force itself. Hiring activity was strongest in the Ontario and Prairie regions, with labour surpluses continuing, although diminished, in most other parts of Canada.

The monthly Labour Force Survey, which provides an over-all picture of current manpower utilization patterns, estimates that, for the week ending April 18, 1953, there were 5,241,000 persons in the civilian labour force, an increase of 49,000 from the figure reported for the week ending March 21. Of this total 4,645,000 were at work for 35 hours or more during the week, an increase of 111,000 from March 21; 296,000 were at work for fewer than 35 hours, a decrease of 29,000; 135,000 had jobs but were not at work, a decrease of 26,000; and 165,000 were without jobs and seeking work, a decrease of 7,000.

Of the 296,000 persons working fewer than 35 hours during the week, about 192,000 were reported as usually working part-time. Of the remaining 104,000, about 24,000 were employed on a short-time basis, approximately 7,000 fewer than in March; some 22,000 were absent because of bad weather, 25,000 because of illness (15,000 fewer than in March) and the remainder were not working full time for various reasons

A Monthly Labour Gazette Feature

including temporary lay-offs, vacations or industrial disputes.

Of the 135,000 persons estimated to have jobs but not working at all during the survey week, illness (62,000) was the most important reason for their absence from work. Another 27,000 persons were laid off for the full week, about 12,000 fewer than in the previous month; and 18,000 were away because of vacations.

It was estimated that 165,000 persons were without jobs and seeking work during the survey week. Another 11,000 worked during part of the week but were also actively seeking other work, making a total of 176,000 persons actively seeking work during the week ending April 18, 1953. This is about 8,000 lower than the total for the week ending March 21.

Supplementary information with respect to regional patterns is available from data on registrations for employment collected at local National Employment Service Offices. Between March 19 and April 16, applications on file decreased by 35,500 to a total of 372,000, about the same as that at April 17, 1952.

While the number of applications fell in all regions, the most decisive drop occurred in Ontario, where the number decreased by 13,800 during the month. The Ontario regional total at April 16 (78,600) was also some 23,200 lower than at the comparable date in 1952. All other regions had a higher number of applications on file than a year earlier, but the decline in Ontario was enough to offset the higher year-to-year totals elsewhere.

In Eastern Canada, the Atlantic region, with 59,600 applications on file at April 16, showed a decrease of 1,000 over the month, while the Quebec region (142,700) showed a decrease of 7,100. In Western Canada, the Prairie region (48,600) showed a decrease of 6,700 from March 19 and the Pacific region (43,000), a drop of 7,000.

While employment expansion at this time of the year is largely a seasonal phenomenon, a comparison with 1952 points up the stronger economic situation prevailing this spring. Employment in manufacturing at March 1 was more than six per cent above last year's levels and year-to-year gains of more than five per cent also occurred in the trade and service industries. Labour requirements for the production of defence materials and resource development have been greater this year but a major influence has been the marked increase in consumer demand. In the first quarter of 1953, for example, retail sales were eight per cent higher in value than in 1952 and one component, motor vehicle sales, was up by 20 per cent. Residential construction was also much higher this spring, the number of housing starts being 64 per cent greater than last year. This higher year-to-year demand for consumer goods and housing provided an additional stimulus for continuing high levels of production and employment.

Current Labour Trends Chart this month appears on page 792.

Labour—Management Relations

LABOUR-MANAGEMENT negotiations and conciliation procedures involving important sectors of Canadian industry were in progress during early May. A few significant settlements were reached, notably in the pulp and paper industry and for certain groups of civic employees. In general, the wage level has continued to rise this year, but at a lower rate of increase than in 1952. Meanwhile, the gradual decline in the consumer price index over the same period indicates a steady improvement in the purchasing power of wages of Canadian workers. The improved economic position of the worker has taken place against an industrial background that has included an increase in employment of some three per cent and in production of some nine per cent over the past year.

Wage trends. At March 1, 1953, average weekly earnings in non-agricultural industries reached a record level of \$57.47. This represented a rise over a 12-month period of 6½ per cent, compared with an increase of 12 per cent during the previous year.

The Labour Department's annual survey of wage rate changes in 800 representative establishments between October and April shows fewer wage increases this year than last year. The largest proportion of the increases that occurred ranged between 5 and 10 cents an hour, whereas last year, a higher proportion of the wage increases were of more than 10 cents. The accompanying table shows the pattern of wage changes in the six months ending April 1, 1953, compared with the corresponding period a year earlier.

The fact that no wage change occurred in many establishments can be attributed in part to the tendency in Canadian industry generally for wage adjustments to be made during the summer rather than the winter months, that is, outside the period covered by the survey. Some of the wage adjustments that occurred during the survey period were the result of 'deferred' increases provided for in agreements signed at an earlier date. Decreases in wages this year were largely the result of the application of cost-of-living wage adjustment formulas, just as last year some of the smaller wage increases were the result of such 'escalator' adjustments.

Wage Rate Changes in 800 Establishments

Distribution of Establishments According to Amount of Wage Adjustment

Amount of Change per Hour	Per Cent of Establishments	
	Six Months Ending April 1, 1952	April 1, 1953
Decrease		
Less than 5 cents	0.0	7.9
No Change	41.5	55.2
Increase		
0— 4.9 cents	18.2	7.0
5— 9.9 cents	18.9	20.2
10—14.9 cents	11.4	7.5
15 cents and over	10.0	2.2
	100.0	100.0

The survey indicates a rise in the wage rate index of 1.6 per cent during the six months preceding April 1, 1953. This compares with an average rise of 5.6 per cent over the previous six months (April to October, 1952) and a gain of 2.9 per cent over the six-month period October, 1951, to April, 1952. An upward movement of wage levels oc-

cured in all six major industrial groups, as shown in the table on page 644 although in no case did the increase average more than two per cent.

Indexes of Wage Rates for Six Major Industrial Groups

(1939=100)

Industry	October* 1951	April** 1952	October* 1952	April** 1953	Per Cent Increase Oct./52- Apr./53
Logging	246.2	251.3	293.8	294.5	0.2
Mining	220.4	232.5	238.7	239.2	0.2
Manufacturing	261.6	266.2	278.7	284.3	2.0
Construction	217.2	219.0	235.1	237.5	1.0
Transportation and Communication	212.4	218.7	234.2	237.1	1.2
Service (Laundries)	222.0	237.2	239.6	241.6	0.8
General Average	243.6	249.4	263.3	267.5	1.6

* Annual survey of approximately 15,000 establishments.

** Sample survey of 800 establishments.

Current Bargaining. During April, collective bargaining became general between pulp and paper manufacturers in eastern Canada and unions representing their employees. Two settlements have been reached. The bulk of the employees are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) and the International Brotherhood of Paper Makers (AFL-TLC). These unions, together with other AFL-TLC unions representing small groups of tradesmen such as electricians, machinists, etc., join together in bargaining with groups of manufacturers.

An agreement covering approximately 7,000 employees was reached between the unions and a group of firms in Quebec and Ontario manufacturing fine grades of paper. The agreement provides for a 40-hour work week and a 10-per-cent wage increase effective October 1, 1953. An increase of 3 cents an hour will apply from May 1 but will disappear when the 40-hour week and 10-per-cent increase come into effect in October.

The Canadian International Paper Company, operating mills in New Brunswick, Quebec and Ontario, has agreed to an interim settlement with the unions. This interim agreement involves the adoption of a 40-hour week and a 2½-per-cent wage increase as of May 1, 1953. Another conference between the parties will be held in June to review conditions. Approximately 5,000 employees are affected.

Negotiations during April between the same unions and the Ontario newsprint and pulp group of nine companies operating 21 mills and employing about 15,000 workers failed to produce a settlement. Reference was then made to the conciliation services of the Ontario Government. However, a special committee of international union officers and management representatives will meet again in June to try to reach a settlement without the intervention of a third party. The unions are seeking a 5-per-cent increase in wages and a fourth week of vacation

after 25 years of service. The companies proposed a 3-per-cent reduction in wage rates.

A group of three Quebec newsprint and pulp manufacturers, Anglo-Canadian Pulp and Paper Mills Limited at Quebec, St. Lawrence Corporation at Three Rivers and Dolbeau, and the James McLaren Company at Masson, have offered the unions a standard minimum wage schedule for paper makers on the same base rates as in Ontario, and a 2½-per-cent increase for all other workers. The unions have rejected the offer of the companies and both parties have agreed to defer negotiations until some time in June.

Settlements have not yet been reported between the National Federation of Pulp and Paper Workers, Inc., (CCCL) and two Quebec companies, Consolidated Paper Corporation and Price Brothers and Company. Conciliation board reports were issued in these disputes in February.

Conciliation is in process in the dispute between 160 West Coast logging and lumbering operators, represented by Forest Industrial Relations Ltd., and the International Woodworkers of America (CIO-CCL) representing some 32,000 employees. Union demands include a wage increase, union shop and certain fringe items.

In the municipal field, salary increases and reductions in hours of work were denied by three arbitration boards dealing with Montreal policemen, firemen and civic office employees. The boards recommended integration of part of the present cost-of-living bonus into salaries. A conciliation board has recommended a 6-cent-an-hour increase for 3,000 B.C. Electric Co. employees in Vancouver, New Westminster and Victoria. The Street Railwaymen's Union (AFL-TLC), which had requested a 23-cent increase, has not accepted the recommendation. Also in urban transportation, the dispute between the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL), representing 4,000 employees, has been submitted to arbitration.

In water transportation, on the West Coast a conciliation board report has been rejected by the Seafarers' International Union (AFL-TLC) and a strike has been authorized by a membership vote. Another conciliation board has been formed to hear the dispute between the same union and four of the Great Lakes shipping operators. No settlement has been reached, yet, between this union and the Shipping Federation of Canada, Inc., representing deep sea dry cargo operators on the East Coast.

As was reported last month, the United Steelworkers of America are negotiating with several large gold and base metal mines in Northern Ontario and Quebec. Several conciliation hearings are now in progress. The International Union of Mine, Mill and Smelter Workers (Independent) is bargaining for 16,000 employees of International Nickel Company of Canada at Sudbury and Port Colborne. A wage increase and welfare benefits are apparently the main objectives of the union. A conciliation officer has been appointed in the dispute between Consolidated Mining and Smelting Company, Trail and Kimberley, and the same union.

A conciliation board dealing with differences between District 18

of the United Mine Workers of America (CCL) and the Western Canada Coal Operators' Association has recommended no change in wages and that contributions to the miners' welfare fund be increased by five cents per ton of mined coal to a total of 20 cents a ton.

Negotiations in the building trades for several cities throughout the country are in the process of conciliation or arbitration. The United Brotherhood of Carpenters and Joiners of America (AFL-TLC) and the General Contractors' Association have negotiated an agreement covering 45 firms and 3,000 carpenters in the lower B.C. mainland, raising wages by 7 cents to \$2.17 an hour. In Hamilton, carpenters received a 10-cent-an-hour increase, in Quebec service trades received 5 cents an hour and in Toronto, the wages of painters were raised 5 cents this year, with a further 5 cents to be added over the next two years.

With the assistance of a federal conciliation officer, the Polymer Corporation Limited, Samia, Ont., reached an agreement in April with Local 14, United Gas, Coke and Chemical Workers of America, affecting about 1,600 employees. The settlement included wage increases ranging from 7 to 13 cents per hour and other minor concessions.

Two decisions of interest regarding bargaining rights were announced recently. The Textile Workers' Union of America (CIO-CCL) has been certified at the Drummondville plant of Canadian Celanese Limited, where approximately 4,000 workers are employed. The Ontario Labour Relations Board has dismissed the application of the International Union of Electrical Radio and Machine Workers (CIO-CCL) seeking certification for employees at the Peterborough plant of Canadian General Electric Co. Ltd.

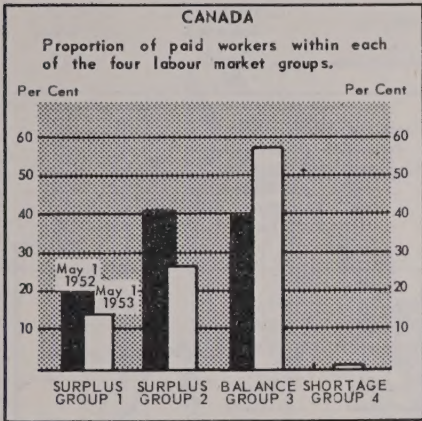
Strikes and Lockouts. There was comparatively little strike activity during the past month. The strike of the grain elevator workers which tied up grain shipments on the West Coast for 80 days was settled early in May. Final settlement was for 7½ cents an hour.

Labour Organization. The Labour Department finds that union membership in Canada, as shown below, has now reached almost 1,220,000.

	Number of Branches		Membership	
	Jan. 1, 1953	Jan. 1, 1952	Jan. 1, 1953	Jan. 1, 1952
Trades and Labor Congress of Canada	3,318	3,169	553,722	522,965
Canadian Congress of Labour	1,414	1,337	352,538	330,778
Confédération des Travailleurs Catholiques du Canada, Inc.	451	457	104,486	89,013
American Federation of Labor only (1)	61	61	10,524	9,555
Congress of Industrial Organizations only (2)	9	8	3,000	2,000
Unaffiliated international railway brotherhoods	389	387	41,751	41,385
Other unaffiliated international unions	87	90	61,935	62,592
Other unaffiliated associations, unions and groups	506	543	86,758	87,833
Totals	6,235	6,052	1,219,714	1,146,121

(1) Unions affiliated with the American Federation of Labor but not with the Trades and Labor Congress of Canada. (2) Unions affiliated with the Congress of Industrial Organizations but not with the Canadian Congress of Labour.

Manpower Situation in Local Areas



THE accelerating pace of employment expansion during April caused a rapid reduction of labour surpluses throughout the country. At May 1, fairly substantial labour surpluses (Group 1) existed in 25 areas, compared with 36 at the beginning of April. The number of areas with moderate labour surpluses (Group 2) decreased from 49 to 42 during the month. These changes were accompanied by a corresponding increase of 17 areas in which the labour market was in approximate balance and the development of labour shortages in one area.

A comparison of the current situation with that of last year, as indicated in the accompanying chart and table, shows that more areas had balanced labour markets this year than last. Since most of the additional areas are the more heavily populated ones, the number of workers living in balanced labour markets is considerably greater than last year. Thus, the number of approximately balanced labour markets increased from 43 to 47 over the year while the percentage of paid workers in these areas rose from 39 to 58. Similarly, the percentage decrease in the number of paid workers in surplus areas was far greater than the decline in the number of these areas.

In evaluating the significance of the number of labour market areas in the various categories of the table below, it is necessary to keep in mind the marked seasonal variations in labour requirements through the year in Canada. Each year, from December to March, labour surpluses develop in a large number of areas. These surpluses decline sharply during the spring months and shortages often occur during the summer and early fall.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	May 1 1953	May 1 1952	May 1 1953	May 1 1952	May 1 1953	May 1 1952	May 1 1953	May 1 1952
Metropolitan	2	3	2	3	6	4	—	—
Major Industrial	8	6	11	17	11	8	1	—
Major Agricultural	1	2	6	5	10	10	—	—
Minor	14	16	23	20	20	21	—	—
Total	25	27	42	45	47	43	1	—

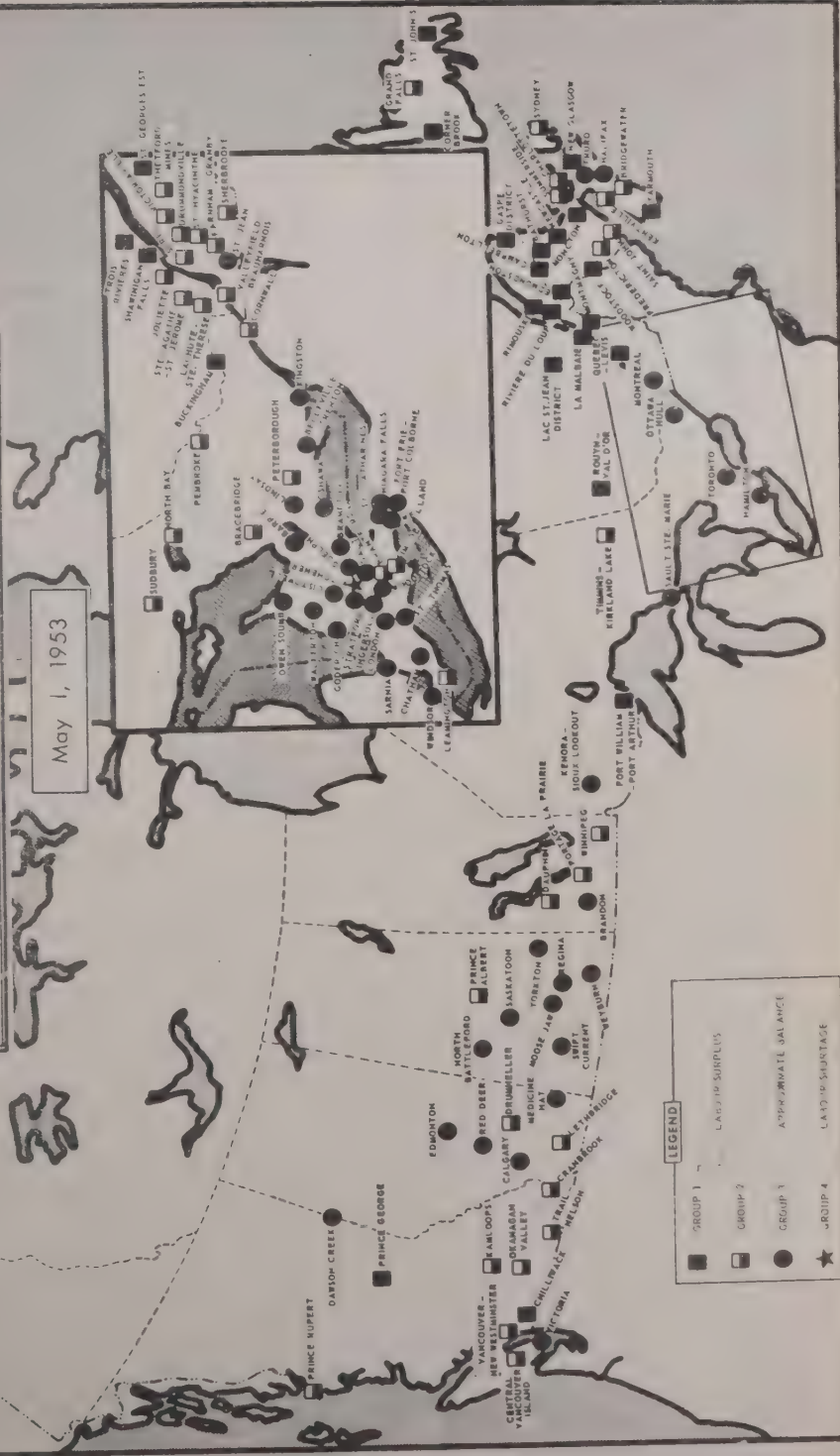
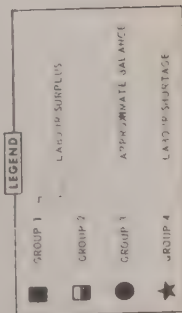
*See inside back cover, *Labour Gazette*.

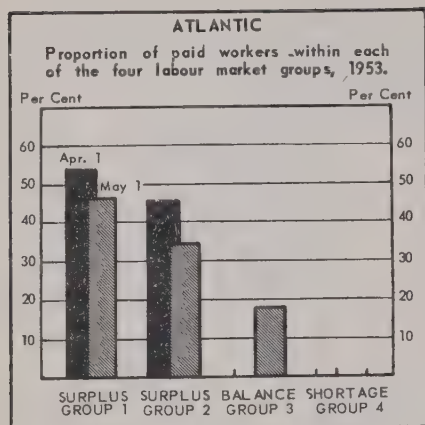
CLASSIFICATION OF LABOUR MARKET AREAS, MAY 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec—Levis St. John's	Vancouver—New Westminster Winnipeg	Calgary Edmonton Hamilton Montreal Ottawa—Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000—75,000: 60 per cent or more in non-agricultural industry)	Corner Brook Fort William— Port Arthur Lac St. Jean Moncton New Glasgow Rouyn—Val d'Or Shawinigan Falls Trois Rivières	Brantford Cornwall Farnham—Granby Peterborough Saint John Sherbrooke St. Hyacinthe Sudbury Sydney Timmins— Kirkland Lake Valleyfield— Beauharnois	Guelph Halifax Kingston London Niagara Falls Oshawa Sarnia St. Catharines Victoria Welland Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000—75,000: 40 per cent or more in agriculture)	Rivière du Loup	Charlottetown Joliette Kentville Lethbridge Prince Albert Thetford Mines	Barrie Brandon Chatham, Ont. Moose Jaw North Battleford Red Deer Regina Saskatoon Swift Current Yorkton	
MINOR AREAS (labour force 10,000—25,000)	Bathurst Buckingham Campbellton Chilliwack Edmundston Gaspé La Malbaie Montmagny Newcastle Prince George Rimouski St. Georges Est Yarmouth Woodstock, N.B.	Bracebridge Bridgewater Central Vancouver Island Cranbrook Dauphin Drumheller Drummondville Fredericton Grand Falls Kamloops Lachute— Ste. Thérèse Leamington North Bay Okanagan Valley Pembroke Portage la Prairie Prince Rupert Simcoe Ste. Agathe— St. Jérôme Sorel Summerside Trail—Nelson Victoriaville	Belleville— Trenton Brampton Dawson Creek Fort Erie— Port Colborne Galt Goderich Ingersoll Kenora—Sioux Lookout Lindsay Listowel Medicine Hat Owen Sound Sault Ste. Marie St. Jean Stratford St. Thomas Truro Walkerton Weyburn Woodstock, Ont.	

CANADIAN LABOUR MARKET AREAS

May 1, 1953





THE seasonal downward trend in activity in the Atlantic region continued during the early part of April. This development was reflected by a drop in the number of full-time workers from 393,000 to 393,000, in the four weeks ending April 18, and an increase of 9,000 in the number of workers employed less than full-time. At the same time, the labour force was increased by seasonal additions, mainly of female cannery workers. During the latter part of April, however, increased activity in fishing, saw-milling, construction and on the river drive increased labour demand in most areas.

Total employment in the region was lower during the first quarter of 1953 than during the same period last year. Logging employment in New Brunswick, for example, decreased by over 50 per cent and reduced winter wood-cutting curtailed labour requirements for the river drive. Employment reductions such as this were partly offset by year-to-year increases in shipbuilding, saw-milling and canning.

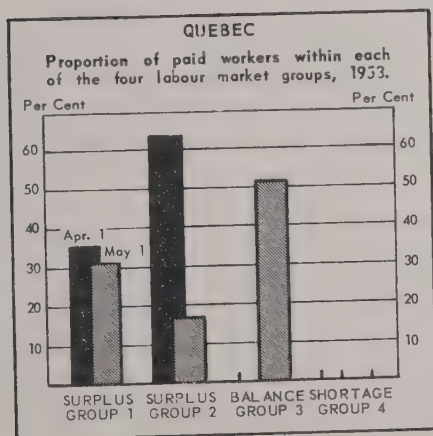
Labour surpluses still existed in most labour market areas in the Atlantic region at the beginning of May, although excessive labour supplies were less pronounced than at the beginning of April. Of the 20 areas in the region, ten were in the Group 1 and eight in the Group 2 surplus categories, and two areas, Halifax and Truro, were in the balanced category. This compares with 13 areas in the Group 1 category, seven in the Group 2 category and none in the balanced category, at the beginning of April. The proportion of paid workers within each Group is illustrated in the accompanying chart.

Metropolitan and Major Industrial Areas. A surplus of labour continued in St. John's, Nfld., since the spring season was not far enough advanced by the end of April to stimulate any appreciable increase in employment. Logging employment declined again during the month, as it did in March, and waterfront activity was temporarily curtailed by heavy ice along the coast. Labour requirements will increase considerably in the coming months, however, as shipping, construction, sea-fishing and canneries increase activity.

Increased hirings in the manufacturing and construction industries reduced the labour surplus in Halifax during April, bringing its labour market into approximate balance. Fish-processing plants and shipbuilding yards were particularly active, the latter showing a year-to-year increase of 12 per cent. Labour supplies increased temporarily in Saint John, following the seasonal decline in water and rail transportation activities, but the labour surplus did not increase sufficiently to change the area from the Group 2 category where it stood in the previous month.

Major Agricultural and Minor Areas. The return of sawmill workers, truck drivers and construction workers to regular jobs during April resulted in bringing Truro from a labour surplus to the balanced category. Bridgewater, Charlottetown and Summerside were the only remaining areas that showed changed labour markets during the month. These moved from the Group 1 to the Group 2 surplus category as spring farming operations were resumed.

QUEBEC



THE usual seasonal expansion in employment was in progress in Quebec during April. The initial increase occurred somewhat later than in other parts of the country but, by the end of the month, labour surpluses were dwindling rapidly. The number of full-time workers rose from 1,306,000 to 1,346,000 in the four-week period ending April 18, while the number of those employed less than full-time decreased from 70,000 to 62,000. Employment levels continued to exceed those of last year, largely because of the strength of manufacturing industries.

Employment expansion in April resulted principally from resumption of activities in construction, the opening of navigation and the beginning of spring work on farms. In addition, sawmill activity expanded and hiring increased in logging as preparations were made for the river drive.

At May 1, most paid workers were in areas where the labour market situation was balanced, whereas at April 1, most paid workers had been in areas with moderate labour surpluses (Group 2), as shown in the accompanying chart. During April, the proportion of paid workers in areas classified in Group 1 decreased from 36 to 31 per cent. The majority of the areas in the region still reported labour surpluses during the month and at May 1, 12 were in the Group 1 and 11 in the Group 2 categories. Two areas, however, Montreal and St. Jean, moved into the balanced category and the combined number of workers in these areas outweighed that in the other areas.

Metropolitan Areas. The Montreal labour market moved into balance during April, as activity was resumed in the water transportation and construction industries. The steady year-to-year increase in building permits issued in Montreal continued and construction tradesmen seeking work were about a third fewer in number than at the same time last year. Little change occurred in employment in manufacturing, which was about six per cent above the level of the previous year.

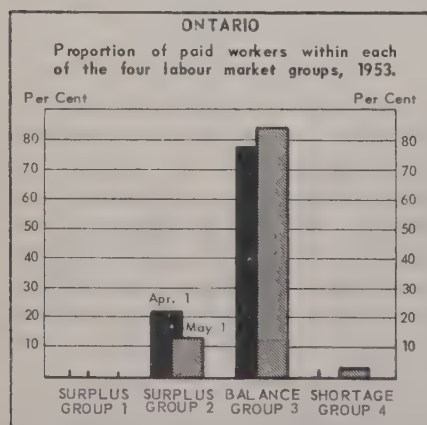
Labour surpluses in Quebec City, although still substantial, began to decrease during April. Surpluses were still large among construction

workers although they decreased slightly during the month. Manufacturing employment during the month remained stable at a level slightly higher than last year.

Major Industrial Areas. No change occurred in the classification of these areas during the month but surpluses were gradually being reduced. The four areas in the Eastern Townships remained in the Group 2 category. Textile employment in these areas was steady at only slightly higher levels than last year. A number of textile plants were working short-time. Construction work was, however, rapidly increasing in these areas. Labour surpluses in Three Rivers, Shawinigan Falls, Lac St. Jean district and Rouyn-Val d'Or were beginning to decline from the high level reached during the winter. All four areas remained in the Group 1 category.

Major Agricultural and Minor Areas. Many men who had been unemployed since the completion of the logging cut were returning to work in agriculture, water transport, sawmilling and construction. The number of areas falling into Group 1 decreased from twelve to seven during the month, while that of areas in Group 2 increased from three to seven. One area, St. Jean, moved into the balanced category during the month. Most of the seasonal employment expansion in these areas, however, will not take place until weather and ground conditions improve in northern areas. At that time, a large number of men will be employed at various development sites. Two of the largest, the Bersimis hydro-electric power site and the Sept Iles iron ore development, are expected to employ many of the workers currently available.

ONTARIO



SEASONAL employment increases during April and early May centred in the construction, agriculture, water transportation and fishing industries. By mid-April, the number of persons working full time reached 1,683,000, an increase of 33,000 from the previous month. Part of this resulted from seasonal additions to the labour force and part from the more regular employment of those already in the labour force.

Although construction, particularly residential and business, was considerably higher than a

year ago, local labour supplies were adequate in most areas. Movement of agricultural labour into the construction and manufacturing industries caused some shortages of experienced farm help. The arrival of more than 300 German immigrants in April helped to relieve this situation. In southern Ontario areas, continuing high levels of employment in manufacturing, together with the seasonally expanding industries, absorbed most available labour. By the beginning of May, the only existing labour

surpluses were in some of the northern areas, where logging and saw-milling operations were at a standstill.

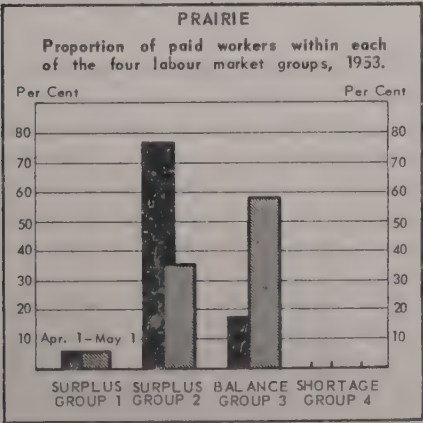
During April, labour markets in Ontario continued to move towards a balanced situation. Six areas moved from surplus to balance and a shortage developed in one. Thus, by the first of May, 28 areas had approximately balanced labour markets, ten had some labour surplus and one had a tight labour market. About 84 per cent of the paid workers were in balanced labour market areas, compared with 69 per cent a year earlier and 73 per cent the previous month.

Metropolitan Areas. Although the three metropolitan areas of Toronto, Hamilton and Ottawa-Hull remained in the balanced labour market category, labour demand strengthened in all three centres during April. Nearly all available construction workers in Toronto and Ottawa were employed. There was still, however, a slight surplus of carpenters and unskilled construction workers in Hamilton. Engineers were scarce in all three areas but immigrants from the United Kingdom were gradually filling many of the vacancies.

Major Industrial Areas. Employment levels increased in all the major industrial areas of Ontario during April. Heightened activity in fishing, agriculture and lake shipping brought Samia and Welland into the balanced category while increased employment in automobile manufacturing together with growing construction and farming activity absorbed most of the surplus labour in Oshawa. The continuing high level of manufacturing employment and the increasing demands for farm and construction workers in Kitchener brought the area into the shortage category. Some labour surplus continued in the Brantford, Cornwall, Peterborough, Sudbury and Timmins-Kirkland Lake areas.

Major Agricultural and Minor Areas. By the beginning of May, 16 of the 21 major agricultural and minor areas had approximately balanced labour markets. In Leamington and Simcoe, the labour surplus situation will probably not improve substantially until canning operations begin but warm weather should permit spring work to begin in Bracebridge, North Bay and Pembroke within the next few weeks.

PRAIRIE



EMPLOYMENT began to increase during April as crop seeding began in the southern parts of the Prairie region. By the middle of the month, the number of full-time workers reached 845,000, an increase of 41,000 over the month. Part of this increase resulted from a reduction of 13,000 in the number of persons on short time or on temporary lay-offs and the remainder was attributed to a decline in unemployment and a seasonal increase in the labour force.

Although increasing farm ac-

tivity was mainly responsible for increasing employment, construction work also expanded substantially. The value of construction work in the region this year was expected to exceed the 1952 total by 18 per cent. During the first four months of 1953, the number of houses under construction was more than a third greater than in the same period in 1952. The value of building permits in the larger centres, notably Regina, Calgary, Edmonton and Saskatoon, was also substantially greater this year than last. Although labour requirements were being met in April, difficulties in recruiting sufficient skilled construction workers were anticipated by contractors in a number of areas. The early and sharp decline in coal production caused lay-offs of coal miners, who are, however, being absorbed into farm and construction work.

The general increase in activity resulted in the elimination of labour surpluses in eight of the twenty-one areas in the region. At the beginning of May, one area was in the Group 1, six were in the Group 2 and 14 in the balanced labour market categories. Last year, 16 areas were in the balanced category and five in Group 2. The situation at that time, however, was somewhat unsure because simultaneous harvesting and seeding operations created an abnormal demand for farm workers. The changes during the month in the proportion of paid workers within the four labour market categories are shown in the accompanying chart.

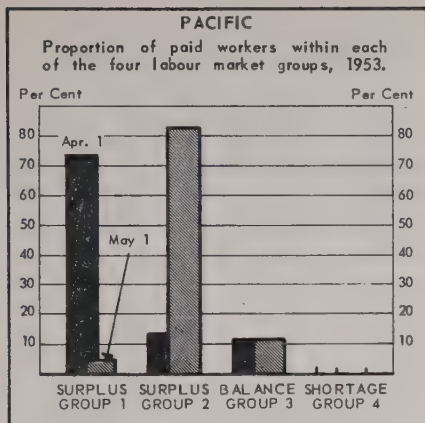
Metropolitan and Major Industrial Areas. The decrease in labour surpluses in Calgary, Edmonton and Winnipeg was relatively small. This was mainly because of rain and late snow during the month, which hampered construction and the deliveries of livestock from rural points. Nevertheless, the reduction was large enough in Calgary and Edmonton to bring these areas into the balanced category. In both areas, the volume of industrial and residential construction in progress was greater than last year. This, together with the hiring for industrial plants now nearing completion, will increase labour requirements this summer.

Fort William—Port Arthur was the only area in the Group 1 category at the beginning of May. Some increase in labour demand stemmed from the opening of lake navigation and the consequent increase in grain shipments. This increase, however, was outweighed by the large number of workers released from pulp cutting camps, who have not yet found other employment.

Major Agricultural and Minor Areas. Spring seeding was well under way by May 1 in most of southern Saskatchewan and Manitoba. Moderate to acute shortages of farm workers were reported in Brandon, Estevan, Moose Jaw, Regina, Saskatoon and Yorkton. In these and other areas, the heavy volume of current or prospective construction has made workers reluctant to apply for farm work.

PACIFIC

THE early part of April saw further slow expansion of outdoor activity, together with post-Easter slackening in retail trade and substantial withdrawal of female workers from the labour force. The number of full-time workers rose from 371,000 to 373,000 in the four-week period ending April 18, while the number of workers employed less than full-



time decreased by 5,000. Following this date, activity in logging, construction and agriculture recovered rapidly from the retarding effects of wet weather. By the beginning of May, increasing labour demand was reported in almost all areas of the region.

Comparison with previous years shows that, for the first time in almost three years, non-agricultural employment declined. The year-to-year drop is slight, amounting to less than one per cent, but it is clear that without

the large volume of construction at present in progress, the employment decline over this period would be a good deal greater. Higher employment in construction and, to a lesser extent, in trade largely offset year-to-year employment declines of 30 per cent in logging, 10 per cent in mining, 45 per cent in fish-canning, two per cent in pulp and paper manufacturing and eight per cent in the manufacturing of iron and steel products.

Labour supply was still greater than demand in all but one local area at the beginning of May. There was, however, a decrease in the size of surpluses with the result that a total of three areas moved from the Group 1 to the Group 2 labour surplus category. Since Vancouver-New Westminster was one of these areas, a marked change occurred in the proportion of paid workers within these two groups. As shown in the accompanying chart, the number of paid workers in Group 1 amounted to five per cent of the regional total at the beginning of May, compared with 74 per cent a month earlier.

Metropolitan and Major Industrial Areas. In Vancouver—New Westminster, the movement of workers to remote construction projects, together with a higher level of general activity in the metropolitan area, caused a sufficient decrease in the labour surplus to shift the area from the Group 1 to the Group 2 category. Logging, fishing and fish-canning operations continued at reduced levels. Employment at sawmills was increasing but the present state of export demand for lumber suggests that output this year may be below capacity. On the other hand, the volume of construction in progress was approaching record levels.

In Victoria, there was a further seasonal increase in employment. The level reached, however, was not as high as had been expected because of lay-offs in shipbuilding and temporary delays at several large government and industrial construction sites. Nevertheless, owing to the large volume of work in prospect, shortages of certain kinds of skilled construction workers were expected at an early date.

Minor Areas. Substantial reductions of labour surpluses occurred in almost all minor areas, although none was large enough to bring any area out of the labour surplus categories by the beginning of May. Prince George, where the labour surplus increased, was the only area in which the employment trend was contrary to that of the region. This increase in labour supply occurs each year when the sawmills in the area virtually close down as a result of deterioration of logging roads.

Current Labour Statistics

(Latest available statistics as of May 11, 1953)

Principal Items	Date	Amount	Percentage Change	
			From	
			Previous Month	Previous Year
<i>Mannower</i>				
Total civilian labour force (a).....	Apr. 13	5,241,000	+ 0.9	—
Persons with jobs (a).....	Apr. 18	3,076,000	+ 1.1	—
Persons without jobs & seeking work (a).....	Apr. 18	165,000	— 4.1	—
Registered for work, NES (b)				
Atlantic	Apr. 16	59,580	— 1.6	+13.8
Quebec	Apr. 16	142,709	— 4.7	+ 5.7
Ontario	Apr. 16	78,624	—14.9	—22.8
Prairie	Apr. 16	48,637	—12.1	+13.7
Pacific	Apr. 16	42,970	—14.0	+10.8
Total, all regions	Apr. 16	372,520	— 8.7	+ 0.4
Ordinary claims for Unemployment				
Insurance benefit.....	Apr. 1	294,497	— 4.6	+ 7.1
Amount of benefit payments	March	\$20,796,825	+12.4	+39.3
Index of employment (1939=100).....	Mar. 1	131.8	— 0.4	+ 2.1
Immigration.....	January	5,627	—24.6	—
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	April	29,120	—	—67.8(c)
No. of workers involved.....	April	3,562	—	—59.1(c)
No. of strikes	April	21	—	—17.5(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Mar. 1	\$57.47	+ 1.3	+ 6.5
Average hourly earnings (mfg.).....	Mar. 1	\$1.35	+ 0.4	+ 5.4
Average hours worked per week (mfg.).....	Mar. 1	42.1	+ 0.5	+ 1.0
Average weekly earnings (mfg.)	Mar. 1	\$56.71	+ 0.9	+ 6.4
Cost-of-living index (av. 1935—39=100)	Apr. 1	183.9	— 0.2	— 2.6
Consumer price index (av. 1949=100).....	Apr. 1	114.6	— 0.2	— 1.0
Real weekly earnings (mfg. av. 1949=100) ..	Mar. 1	118.5	+ 1.5	+ 8.4
Total labour income	\$500,000 February	926	— 0.5	+ 7.9
<i>Industrial Production</i>				
Total (Average 1935—39=100)	February	239.6	+ 3.4	+ 9.6
Manufacturing.....	February	254.7	+ 3.9	+ 9.3
Durables	February	323.2	+ 3.8	+14.7
Non-Durables	February	210.9	+ 4.0	+ 4.5

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Supreme Court Rejects Tony Poje's Appeal

The Supreme Court of Canada, in a decision handed down April 28, rejected the appeal of Tony Poje, International Woodworkers of America (CIO-CCL) business agent, against a three-month jail sentence and \$3,000 fine imposed by the Supreme Court of British Columbia (L.G., Nov. 1952, p. 1489).

The British Columbia court ruled that the union official was criminally in contempt of court in defying a court injunction prohibiting picketing.

In its decision, the Supreme Court commented that those who defy a court order tend to heap scorn on the administration of justice.

February Housing Record Better Than Last Year

Both starts and completions of new dwelling units increased in number in February, compared with February last year, the Dominion Bureau of Statistics has reported.

Starts numbered 2,789, compared with 2,008, while completions totalled 6,161, compared with 4,442. The number of units under construction at the month-end was 49,737, substantially above last year's 37,312.

More Grants Made for Labour Relations Studies

The Labour Department-University Research Committee, made up of representatives of a number of Canadian universities and officers of the federal Department of Labour, met on March 26 to consider applications for research grants during 1953. It is expected that, during the coming summer, six research studies will be undertaken in the field of labour-management relations and with particular reference to the settlement of industrial disputes.

The committee, which directs and administers the program under which these grants

are made, was formed early in 1951. Applications are received from university faculty members and graduate students who wish to undertake studies. For approved applications, the research grants are made by the Department.

The program started with two studies in the summer of 1951. In 1952 grants were made for five further studies. The projects have been undertaken in co-operation with provincial labour departments and with employer and labour groups.

More Persons Receiving Old Age Assistance

The number of persons receiving old age assistance in Canada increased during the first quarter of 1953 from 84,776 at December 31, 1952, to 87,675 at March 31.

The federal Government's contributions under the federal-provincial scheme totalled \$4,903,990.47 for the quarter, compared with \$4,800,505.38 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$21,406,075.86.

During the quarter, 4,116 persons receiving old age assistance were transferred to the administration of The Old Age Security Act, compared with 3,935 in the preceding quarter. Since the inception of the Act, 13,788 recipients have been transferred.

At March 31, 1953, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.49 to \$38.03, except for one province where the average was \$24.07. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.14.

Bookbinders' President, Pilots' Union Founder Die

John B. Haggerty, President of the International Brotherhood of Bookbinders (AFL), who died recently in Miami, has been succeeded by the Brotherhood's First Vice-President, Robert E. Haskin.

The death of another union leader was recently announced. David L. Behnke, founder and first President of the Air Line Pilots Association (AFL), died April 14 in Chicago at the age of 55 years. Mr. Behnke had headed the organization he founded in 1932 until 1951.

In the bookbinders' union, Walter F. Barber, who has been 2nd Vice-President, has been elected to succeed Mr. Haskin; Robert L. Ennis, 4th Vice-President, has been moved up to the 2nd Vice-President's post; and Glenn Moss has been named 4th Vice-President.

UAW Convention Declares Annual Wage Next Target

Walter Reuther, President of the United Automobile Workers of America (CIO), has called for a guaranteed annual wage in 1955 when the union's five-year escalator agreements expire.

Speaking at the opening March 22 of the UAW's 14th international convention in Atlantic City, Mr. Reuther said the guaranteed annual wage attacks problems of unemployment at the root by shifting to the employer the cost of unemployment and by compelling the employer to pay workers as the employer himself is paid—by the year.

Mr. Reuther said that the union in the near future would invite the major automobile corporations to join leading economists of the United States and Canada in a study of annual wage proposals.

"The guaranteed wage, though it must be won in collective bargaining, is far more than a collective bargaining demand," said Mr. Reuther.

"A solution of that problem," he said, "will not only strengthen America; it will have an impact throughout the world, wherever communism exploits the insecurity of workers and wins converts by pointing out that democracy never has solved the problem of mass unemployment."

The delegates passed a resolution by unanimous vote declaring that the annual wage would be their next major objective in collective bargaining. The resolution was a broad policy statement and did not define how it would be carried out. It recommended, however, that the plan be co-ordinated with state unemployment benefits, that it be on a pay-as-you-go basis and that it be administered jointly by company and union.

More than 200 representatives of UAW locals in Canada attended the five-day constitutional convention, the first since April 1951.

On the immediate issue of revising escalator agreements, which have more than two years to run, Mr. Reuther said that unless the automobile companies—Ford, General Motors and Chrysler—granted the union's recent demands for wage and pension improvements in existing contracts, the UAW Executive Board would ask the delegates to authorize rejection of such long-term agreements in the future.

Mr. Reuther, who is also President of the Congress of Industrial Organizations, outlined four conditions which he said must be met in any merger with the American Federation of Labour. These are: (1) the basic industrial union structure of the CIO

must remain intact; (2) in advance of the merger there must be agreement on machinery for resolving jurisdictional conflicts that might arise between competing unions; (3) unions that practise or countenance racial or religious discrimination must throw open their membership rolls; and (4) racketeering elements must be expelled from all unions.

The 2,980 delegates, by an almost unanimous vote, adopted a resolution calling for organic unity of all *bona fide* labour organizations. The resolution stated, however, that the unity talks must proceed on the basis of full protection for "the industrial type of organization and other basic principles on which the CIO was founded."

The convention also passed resolutions calling for: a study of new technological developments in the industries in UAW jurisdiction; the elimination of contracting-out in plants where employees with seniority are not fully employed; and the elimination of seven-day operations in powerhouses and the payment of premium pay for Saturday, Sunday and holiday work for all those who must be employed on such operations.

Other topics discussed at the convention were changes in the UAW's constitution to make it easier to prove a member is a Communist and thus ineligible to hold office in the union, and CIO plans for an organizing drive in the mass production industries to increase the present estimated membership of 4,000,000 workers.

The President of the United Steelworkers of America, David J. McDonald, spoke at the convention and denied reports that he was considering a withdrawal of his million-member union from the CIO.

Mr. McDonald said his union would work closely with the UAW in the guaranteed wage campaign, in the fight against communism and in other common interests.

The Canadian delegates to the convention were headed by George Burt, the union's Director in Canada.

Prof. V. Bladen, Toronto, In UAW Advisory Group

Dr. V. M. Bladen, head of the School of Business Administration of the University of Toronto, is one of the ten economists who have accepted places on the Guaranteed Wage Public Advisory Committee of the United Auto Workers (CIO). He is the only Canadian in the group.

The committee will assist the union and its President, Walter P. Reuther, in a study of guaranteed annual wage proposals.

The other nine economic experts are:—

Arthur J. Altmeyer of Madison, Wis., former Federal Social Security Commissioner.

Eveline Mabel Burns, consultant to the New York State Department of Labour, the United States Treasury Department Committee on Economic Security; the Federal Reserve Board and the Social Security Board; Professor of Social Work, Columbia University.

Edward L. Cushman, Director of the Institute of Industrial Relations and Professor of Public Administration, Wayne University, Detroit, Mich.; consultant to the Secretary of Labour.

William Haber, Professor of Economics, University of Michigan; chairman of the Federal Advisory Council on Employment Security.

Alvin H. Hansen, Littauer Professor of Political Economy, Harvard University.

Seymour Edwin Harris, Professor of Economics, Harvard University.

Richard A. Lester, Professor of Economics and Chairman of Social and Economic Institutions, Princeton University.

Charles A. Myers, Professor of Industrial Relations, Massachusetts Institute of Technology; Executive Director, Industrial Relations Section, MIT.

Edwin E. Witte, Professor and Chairman of the Department of Economics, University of Wisconsin.

Steelworkers Seek Raise; Guaranteed Wage by 1954

The Wage Policy Committee of the United Steelworkers of America (CIO) has decided to ask for higher wages in 1953 for its 1,250,000 members in steel producing and fabricating plants, and a guaranteed annual wage in 1954.

The union's President, David J. McDonald, said an increase in the present average steel wage of \$2.06 per hour was justified by the rising productivity of the union's members, the continuing high level of prices, the profits of the industry and the economic situation in the country as a whole.

Without specifying the amount of increase it will demand, the Wage Policy Committee was unanimous in declaring that the increase should be consistent with those the union has won each year since 1946. With the exception of 1949, when the union settled for an employer-financed pension and social insurance plan, these increases have ranged from 13 to 18½ cents per hour.

Under the terms of the present contract, the union is free to strike July 1 this year

if no agreement on wages is reached by that time.

In Canada, the United Steelworkers of America (CIO-CCL) has asked the major steel producers for a meeting to discuss wage increases for 1953. It named no figure in its initial wage proposal.

The Canadian union achieved wage parity last year with its counterpart in the United States and some observers feel that it will not define its demands until the union in the United States had done so.

Teamsters Guaranteed 2,000 Hours' Work

A contract guaranteeing 2,000 hours of work for 420 employees of the Rice-Stix Dry Goods Company in St. Louis, Mo., was negotiated recently by Local 688 of the International Brotherhood of Teamsters (AFL).

The contract guarantees pay for 50 weeks of 40 hours each, including the regular paid vacation period and paid holidays. Employees can be off work up to two weeks in any one year before the company begins to pay for idle time. The contract runs for five years.

The employees covered are those among the company's 700 warehouse and distribution workers with the highest seniority. As these quit or retire, the next highest in seniority take their place, so that the numbered covered is always 420.

The same local earlier signed a similar five-year contract with the Brown Shoe Co., St. Louis, Mo. In this agreement, a clause guarantees 425 high-seniority employees of the company 40 hours of work a week for 50 weeks—including vacation periods—each year. Overtime is not counted against guaranteed hours. About 475 workers are currently employed at the plant.

Canadian Rubber Workers Seek Pay Equal to U.S.

In addition to a demand for a 20-cents-per-hour general wage increase, the Canadian policy section of the United Rubber Workers of America (CIO-CCL) will start a drive to eliminate wage differentials existing between Canadian and U.S. rubber plants.*

The group, representing some 15,000 workers in 27 local unions in Canada, announced its 1953 economic program in Montreal April 15.

*The United Steelworkers last year gained equality of base wage rates with steelworkers in the United States (L.G., Sept. 1952, p. 1166).

NAM Urges Price Cuts Rather Than Pay Boosts

Benefits of increased productivity should be distributed in the form of lower prices for all consumers rather than higher wages for organized workers, declared the National Association of Manufacturers in the United States recently.

More than 2,500,000 workers, most of them in the automobile, aircraft and railroad industries, are now receiving automatic annual increases of four cents per hour on the basis of increasing productive efficiency in the United States. Unions have estimated that this productive efficiency is increasing at an average rate of two to 2½ per cent each year.

The wages-productivity tie-up was first used in the long-term contract between the United Automobile Workers of America (CIO) and General Motors Corporation.

In its statement, the Association declared that the national interest would be "adversely affected" if there were any widespread adoption of a formula tying wages to productivity.

"No real need exists for attempting to relate wages to productivity in any new way," the Association said, "inasmuch as natural economic forces have over many years assured workers of a nearly constant share of the proceeds of production."

TLC-CCL Unity Unlikely Says Gordon Cushing

Amalgamation of Canada's two leading union organizations is not likely, said Gordon C. Cushing recently in a press interview in Victoria.

The Secretary-Treasurer of the Trades and Labour Congress of Canada said the problem of bringing the TLC and the Canadian Congress of Labour together would be difficult.

"There would be considerable overlap of unions to strengthen out," he said. "In addition, the TLC keeps out of politics while the CCL openly advances the cause of the CCF party."

AFL and CIO Set Up Group to End Raiding

All phases of the problem of labour unity were discussed at a meeting in Washington last month of six officials of the American Federation of Labour and 12 from the Congress of Industrial Organizations, including both presidents.

The labour leaders decided to set up a subcommittee of six—three from the AFL and three from the CIO—to study the

possibility of eliminating raiding between affiliates of the two organizations as a prerequisite to achieving labour unity.

A joint statement issued after the meeting said: "We met in good faith to try to achieve labour unity. Both sides came into the meeting with no prior conditions. Both sides agreed to explore all the matters involved on their merits.

"There was a general discussion of all phases of the problem. In particular, the conferees gave consideration to the problem of 'raiding', which, it was agreed, is not conducive to unity. We think the efforts and resources of the labour movement should be used to organize the unorganized."

The six-man subcommittee will also study the structure and jurisdictional lines of the two organizations and prepare a report and an agenda for the next meeting of the full unity committee to be held in Washington in June.

Members of the subcommittee are: President George Meany of the AFL; President Walter P. Reuther of the CIO; William F. Schnitzler, AFL Secretary-Treasurer; James B. Carey, CIO Secretary-Treasurer; Matthew Woll, AFL Vice-President; and David J. McDonald, President of the United Steelworkers of America (CIO).

Mine-Mill Seeks Policy Of "Spread-the-Work"

A "spread-the-work" policy will be sought by the International Union of Mine, Mill and Smelter Workers (independent). The fifth annual convention of the union's Canadian members decided to ask that work be divided among all employees as an alternative to layoffs.

The union's annual report said security of employment was one of the organization's most urgent problems. Canadian Director Harvey Murphy said in all bargaining the union should make it a rule to oppose layoffs.

The convention also elected members to the Canadian Council established by the international union at its 1952 annual meeting. Members elected were: Michael Solski and Ray Stevenson of Sudbury, Ont.; Michael Kopinak, Port Colborne, Ont.; L. D. Messmer, Medicine Hat, Alta.; Robert Michel, Calgary; Douglas Gold, Kimberley, B.C.; K. A. Smith, Vancouver; and J. F. Tees, Yellowknife, NWT.

Three members were assigned to the council by the international union. They are: Nels Thibeault, Sudbury; Harvey Murphy, Vancouver; and William Longridge, Calgary.

Teamsters, Machinists Divide Garage Industry

Two of the largest unions in the American Federation of Labour have agreed to divide between them the estimated one million unorganized workers in the garage and service station industry in the United States.

The International Association of Machinists will have jurisdiction over employees who assemble, dismantle, adjust and repair chassis, bodies and all mechanical parts of automotive equipment.

The International Brotherhood of Teamsters will cover employees engaged in storing, washing, polishing, fueling, oiling, greasing, tire service and repair, battery service, receiving, shipping and delivery. It will also take in hostlers, service station attendants, parking lot attendants and salesmen.

The two unions will pool their field staffs and resources in a country-wide co-operative organizing campaign.

Two New Reports Show Grads' Job Opportunities

Two reports have been prepared by the Economics and Research Branch of the Federal Department of Labour which indicate the employment opportunities of university graduates and technical personnel.

One report, *Employment Outlook for University Graduates*, summarizes the comments of deans of university faculties on employment trends they have noted and levels of enrolment in their courses.

Employers' Requirements

The second study, which appears in the *Technical Personnel Quarterly Bulletin*, embodies the results of a survey of employers' requirements over the next four years.

Copies of both reports will be available after June 15 from the Publications Division, Department of Labour, Ottawa.

Canada Year Book, 1953, Ready for Distribution

The 1952-53 issue of the *Canada Year Book* has been released by the Dominion Bureau of Statistics. The official compendium of information on the country's economic and social development, the book contains extensive statistical material and analytical commentary.

This year's edition, thoroughly revised, runs to 1,266 pages and contains 28 chapters. Numerous maps and charts are included.

The regular chapter material has been augmented by a number of special features of current interest. These include an outline of Canada's international activities; the development of public health, welfare and social security in Canada; expansion in the pulp and paper industry and in the mineral industry; a statement of the crude petroleum situation and a review of foreign trade.

A succinct analysis of the administrative functions of federal government departments is also included.

Copies may be obtained from the Queen's Printer at a price of \$3 each.

CCCL Regional Council Plans Own Price Index

The Saguenay-Lake St. John Regional Council of the Canadian and Catholic Confederation of Labour has set up a three-man statistics committee responsible for the preparation of a monthly regional consumer price index.

The committee has adopted the same methods used by the Dominion Bureau of Statistics. It will base its findings on the same consumer habits, the same items regarding quality as well as quantity and the same methods for compilation of prices. It will compute the index in the same way.

Centres in Survey

The centres in the Saguenay-Lake Saint-John region where the survey will be conducted are: La Baie des Ha! Ha!, Chicoutimi, Arvida, Kenogami, Jonquière, St. Joseph d'Alma and Dolbeau.

The statistics committee is composed of Roch Tremblay, Rene Perron and Charlemagne Girard.

Machinists Celebrate 65th Anniversary

On May 5 the International Association of Machinists completed its 65th year. The first Canadian lodge, No. 103, at Stratford, Ont., was organized during the IAM's first two years of existence.

Lodge No. 1 of the IAM was organized at Atlanta, Ga., on May 5, 1888, with 19 members. Membership today is estimated at 806,000.

There are 155 Canadian locals with a membership of 37,500.

The May issue of the *Machinists Monthly Journal* commemorates the 65th anniversary of the union's founding.

Working Wives in Canada Up Fourfold in Decade

In the decade between the 1941 and 1951 Census, the number of married women in Canada's labour force increased fourfold, from 85,633 in 1941 to 348,961 in 1951. The 401-per-cent jump dwarfed the 33·5-per-cent rise in the total number of married women and the 40-per-cent increase in the total number of working women.

The flow of married women into the labour market gained rapid momentum during the war years and, because of the high employment existing since the war, has continued.

In 1941, Canada had 2,336,485 married women; fewer than four per cent of them—one out of every 27—were working. In 1951, there were 3,119,824 married women and more than 11 per cent of them—one in every nine—were gainfully employed.

These and other details of Canada's working population are contained in a Dominion Bureau of Statistics bulletin on the 1951 Census, 1951 Census Bulletin 4-5: *The Labour Force, Occupation by Age, Marital Status, Years of Schooling and Class of Workers*. It is available from the Queen's Printer at a price of 25 cents.

Total of Working Women Tripled in U.S. Since 1900

United States women gainfully employed have more than trebled in number since the turn of the century, according to the U.S. 1950 decennial census.

The increase has been steady and, although accelerated by two world wars, was not caused by them, states the Women's Bureau in a statistical report, *Women as Workers*, published by the U.S. Department of Labour.

The 18·75 million women reported to be gainfully employed in April 1952, were only three-quarters of a million fewer than the number of women in the labour force at the end of the Second World War, April 1945.

Since 1940, the occupational distribution of employed women has shown striking changes. The most outstanding have been the decline in the proportion of women employed as private household workers and the increase in the ratio of clerical workers.

The average age of today's working woman is higher—37 years as compared with 26 years at the beginning of the century. Although during the Second World War older women entered the labour market in great numbers, as did women of all ages, the older women have

not left. Today there are fewer women working than during the height of the war but there are more older women workers.

Less than a third of the women workers today are single, more than a half are married and the remainder are widowed or divorced. During World War II, for the first time in the labour force history of the United States, married women workers outnumbered single women with jobs. This trend, the report notes, has continued.

In a companion report, *Status of Women in the United States, 1952*, the Women's Bureau says, in general the status of women continued to show improvement during the year. Gains made during previous years have held and women have made definite progress in exerting their civil and political rights and achieving a better employment status.

The report, prepared primarily for the Eighth Assembly of the Inter-American Commission of Women at Rio de Janeiro, discusses women's position in the political scene, in government service and international relations, in employment and in unions. A section on legislation for women is also included.

Copies of both reports are available at the Department of Labour library.

More Persons Receiving Blind Persons Allowances

The number of blind persons in Canada receiving allowances under The Blind Persons Act increased during the first quarter of 1953 from 8,299 at December 31, 1952, to 8,332 at March 31.

The federal Government's contributions under federal-provincial scheme totalled \$741,821.15 for the quarter, compared with \$740,413.01 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$3,706,666.24.

During the quarter, 105 persons receiving blind allowances were transferred to the administration of The Old Age Security Act, compared with 120 in the preceding quarter. Since the inception of the Act, 540 recipients have been transferred.

At March 31, 1953, the average monthly allowance in the provinces ranged from \$37.83 to \$39.55. In all provinces the maximum allowance paid was \$40 a month.

At its April 13 meeting the Regina Trades and Labour Council (TLC) decided to award two scholarships of \$75 each, annually, to students of the Balfour Technical School, Regina.

The first awards will be made for the 1953-54 term and all students will be eligible to compete.

CIO May Re-admit Unions Once Communist-Led

Re-entry to the Congress of Industrial Organizations may be imminent for a group of unions that either withdrew or suffered expulsion when the CIO cleansed its ranks of Communist-led unions.

Louis Hollander, President of the CIO in New York state, late last month met with officials of the Distributive, Processing and Officer Workers of America, formed in 1948 from locals of the Retail, Wholesale and Department Store Union (CIO) that seceded rather than sign non-communist affidavits required by the Taft-Hartley Law. In 1950 this organization also embraced the Food, Tobacco and Agricultural Workers and the United Office and Professional Workers when these unions were ousted from the CIO for communist activity.

Results of the meeting have not yet been made public.

Earlier in the month, the Distributive, Processing and Officer Workers union, at its second triennial convention in New York, authorized its leaders to negotiate with the CIO for re-entry.

Beginning about two years ago, Arthur Osman, President of the union, and David Livingstone, his chief associate, began to eliminate pro-communist leaders of the food and office unions. Mr. Osman has assured the CIO that his union is opposed to communism.

One of the problems connected with a possible re-entry of Mr. Osman's union is that he wants to take his organization into the CIO as an entity while the CIO Retail, Wholesale and Department Store Union, from which his union seceded, is eager to reclaim its lost members.

Management Gains from Safety Program—Shiels

The role of management in accident prevention and the benefits to be gained from a sound prevention program were discussed at the recent annual conference in Toronto of the Industrial Accident Prevention Associations of Ontario.

The IAPA operates in nearly 18,000 manufacturing plants employing about half of the 1,300,000 employees covered by workmen's compensation. These firms, it was pointed out, have experienced only about one-sixth of all fatal accidents.

The 4,000 representatives of industry attending the conference were told by R. G. Anderson, General Manager of the IAPA, that, if the 1921 accident rate had applied

in 1952, fatal accidents during the year would have numbered 1,621 instead of the 428 that did occur.

G. K. Shiels, President of the Canadian Manufacturing Association, told the delegates that his organization and the Workmen's Compensation Board are working out a plan whereby higher compensation rates will apply to employers with poor accident records.

The CMA president said that the basic responsibility for accident prevention rests on management and that management does not want to shirk this responsibility. It welcomes the suggestions of plant safety committees and the Workmen's Compensation Board, he said.

Properly co-ordinated accident prevention plans will boost employee morale, increase efficiency and lower production costs, said Mr. Shiels, adding that these are arguments the IAPA should use in recruiting new member firms.

E. E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, noted that in the period 1921 to 1951, fatal accidents were reduced from one in every 3,000 employees to one in every 10,000. Permanent injuries fell from five per thousand to 1.5 per thousand.

The President of the IAPA, N. E. Russell, said the great majority of injuries sustained are due to the individual's inattention to or ignorance of the hazards of his job.

"More and more does the problem of accident prevention become one of educating the individual in the peculiar hazards of his own job and in his personal attitude and behaviour," he said.

Ont. Compensation Board Has New Address

The Ontario Workmen's Compensation Board has moved into new quarters on Harbor St. on Toronto's lakefront.

The new building, designed for beauty and efficiency, provides the best in working conditions for the 900-member staff, including a large modern cafeteria, lounge rooms and air conditioning.

Board employees now handle compensation claims at the rate of almost 900 per day.

Miss Marion J. Flash, Secretary of the Regina Labour Council (CCL), has been appointed to the Saskatchewan Minimum Wage Board. She succeeds Miss Hazel Hansen of Moose Jaw, who has resigned.

Miss Flash is a member of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Co-operative Union Holds 44th Annual Congress

Approximately 200 delegates and visitors attended the 44th annual congress of the Co-operative Union of Canada at Edmonton, Alta., March 10 to 12. President A. W. Friesen and Vice-President J. T. McDonald were co-chairmen.

The appointment of Breen Melvin as National Secretary to fill the position held by the late A. B. MacDonald was announced. Mr. Melvin had been Assistant Secretary of the Co-operative Union of Canada for several years.

Reporting on the Co-operative Fisheries Conference, Louis Bérubé, Secretary of the School of Fisheries, Ste. Anne de la Pocatière, Que., told the congress that the four leading fishermen's co-operatives in Canada were in the Maritimes, British Columbia, Quebec and Ontario. Representatives of the four had agreed to meet in April to decide on the central marketing of fish in Canada and for export. They would offer encouragement to fishermen in Manitoba and Saskatchewan to develop their provincial organizations, he said.

A Co-operative Trust Company has been set up in the province of Saskatchewan and is ready to begin operations, according to a report submitted to the congress. The Solicitor of the Co-op Trust Company, W. B. Francis, QC, in presenting the report, stated that the organization of the Trust Company was a national program sponsored by the Co-operative Union of Canada and undertaken by the Co-operative Union of Saskatchewan.

Membership in the Co-op Trust Company is limited to co-operatives of all types, including credit unions. The Trust Company will supplement the functions of credit unions and credit societies by providing a source of funds for loans on a long-term basis. Plans have been formulated whereby, as far as possible, loans will be made in conjunction with credit unions with the credit union recommending the loan and underwriting a percentage of it.

The Trust Company will make available a service in the administration of estates. There is a wide demand for such services by co-operators, Mr. Francis said.

The responsibility of government toward co-operatives should include supervision, to see to it that the co-ops do not step outside the limits imposed by legislation; financial aid, but only to the extent such aid is extended to private business; and some assistance in providing factual information on co-ops to the schools. These were opinions expressed in a panel discussion at the congress.

The panel members said they did not believe governments should organize co-operatives. This should be done by the people themselves when it became apparent there was a need. The government should also not extend financial aid unless it was deemed in the interest of the people as a whole.

A statistical summary of the co-operative associations affiliated with the Co-operative Union of Canada was presented by A. H. Turner, Secretary of the Agricultural Prices Support Board, Ottawa. He reported 822 member-associations with a membership of more than 825,000 affiliated with the union in 1952. Total business transacted by the associations during the year exceeded \$685,000,000, or more than \$130,000,000 over the year previous. The list of member-associations included both marketing and merchandising co-operatives.

Elections held on the final afternoon returned the following slate of officers and directors: R. S. Staples, Toronto, president; W. McLeod, Regina, vice-president; Geo. Stephenson, Fredericton, Executive board member; A. H. K. Musgrave, Clarksburg; C. C. Janes, St. John's; Louis O'Connor, New London; Alex MacIsaac, Antigonish; J. J. Siemens, Winnipeg; N. F. Priestley, Calgary; T. J. Robertson, New Westminster.

Mr. Staples, who recently resigned as Ontario Manager of Co-operative Life Insurance Company, becomes the CUC's first full-time president.

Older Workers Prefer Work to Retirement

Work rather than retirement was preferred by most older workers participating in 13 pension plans surveyed recently by the Division of Statistics and Research of the New York State Department of Labour. Among those already retired, the reasons given for retirement in most instances reflected necessity rather than choice.

The pension plans covered about 295,000 workers in the New York clothing, construction, electrical equipment, trade and publishing industries. The retired workers under all plans numbered 14,000.

Age and ill health were frequently stated as causes for quitting. Other compelling causes cited by pensioners were unfavourable working conditions in the industry and failing strength or inability to keep up the pace demanded by the job. Despite this latter fact, the survey points out, neither management nor the unions have given

much thought to shifting workers to easier jobs as they grow older and are unable to perform their regular work effectively.

Another study of the problems of retired New York City employees, made by the Mayor's Advisory Committee for the Aged, revealed that 41 per cent of the 732 persons contacted were dissatisfied with retirement. This dissatisfaction was based principally on the inadequacy of their incomes.

About two-thirds of those in the income bracket \$1,500 to \$2,500 and about one-third of those in the \$2,500-and-over bracket found their incomes insufficient to meet the cost of living.

Older Workers Loath To Retire, Survey Finds

A study of union members' attitudes to and plans for retirement conducted recently by Columbia University's Teachers College reveals that the younger industrial worker in the United States often looks forward to retiring from his job while the older worker generally tries to put it off as long as possible.

Carried out at the request of the International Ladies' Garment Workers' Union (AFL), the study found that industrial workers approaching retirement have a deep resistance to retirement and that the reasons for this attitude are cultural, economic, psychological and social.

The study staff interviewed the union's cloak workers in three groups: those 55 to 77 years of age who were still working, those 65 to 78 who had applied for retirement, and those 65 to 85 who had retired.

The average age of men in the first group was 61, in the second 68 and in the third 71. Women in the first group were as old as men and somewhat younger in the second and third.

A report on the study said that for many workers, work is more than earning a living; it is a way of life. Often, declared the report, only through work does the individual make social contacts, express his creative interests, make a contribution to society and achieve status in the community.

Only 140 of the 700 employees interviewed indicated that they would have sufficient funds to live on during retirement, the report said. It added that "pensions, alone or with social security benefits, at their best will never equal a regular wage. Therefore, government, by permitting tax exemption for systematic savings set aside for retirement, can provide the incentive and means to enable workers to build economic security in their later years."

The report recommended that unions establish counselling programs to help workers plan for retirement.

The Dominion Bureau of Statistics has published a revised list of post-graduate scholarships and fellowships open to Canadian students. It summarizes the conditions attached to each award and gives the address of the awarding agency.

The list, titled "Post-Graduate Scholarships and Fellowships Open to Canadian Universities" (DBS Reference Paper No. 21), is available from the Queen's Printer at a price of 25 cents each.

Extracts from Hansard of Interest to Labour

Old Age Pensions

March 25

Mr. Gingues:

1. How many persons received old age security pensions in 1952: (a) in Canada; (b) in each province?

2. What amount was paid by the federal government in 1952 for old age security pensions: (a) in Canada; (b) in each province?

Mr. McCusker:

1. As of December 1952:—

(a) 680,579;

(b) Newfoundland, 14,767; Prince Edward Island, 6,525; Nova Scotia, 36,048; New Brunswick, 25,621; Quebec, 146,617; Ontario, 253,188; Manitoba, 40,062; Saskatchewan, 39,947; Alberta, 39,430; British Columbia, 77,930; Yukon and Northwest Territories, 444.

2. (a) \$317,031,529.79.

(b) Newfoundland, \$6,918,220; Prince Edward Island, \$3,119,000; Nova Scotia, \$17,030,077; New Brunswick, \$12,106,960; Quebec, \$68,506,576.66; Ontario, \$117,821,610.43; Manitoba, \$18,638,200; Saskatchewan, \$18,577,545.70; Alberta, \$18,264,040; British Columbia, \$35,838,220; Yukon and Northwest Territories, \$211,080.

Immigration and Emigration, 1952

March 25

Mr. Higgins:

1. How many persons left Canada in 1952 to take up permanent residence in the United States?

2. How many persons left the United States in 1952 to take up permanent residence in Canada?

Mr. Harris:

1. Statistics not maintained.
2. 14,013. This includes 4,707 returning Canadians.

Mr. Higgins:

1. How many immigrants entered Canada in 1952?
2. How many immigrants left Canada in 1952?

Mr. Harris:

1. 164,498 were admitted to Canada.
2. Statistics not maintained.

Threatened Grain Handlers' Strike

April 1

Mr. Daniel McIvor (Fort William):... Mr. Speaker, the Minister of Labour and Mr. Frank Hall have been doing a splendid job in handling the threatened strike at the Lakehead. . . My question of privilege is to thank them most emphatically at this time for their most efficient work.

Mr. Howard C. Green (Vancouver-Quadra): Arising out of the remarks of the Hon. Member for Fort William, may I ask the Minister of Labour what is the present situation with respect to the strike on the west coast?

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, first as to the Lakehead dispute a conference was held in Ottawa, as I think hon. members know, last Friday and Saturday on my request in connection with the dispute that had developed at the Lakehead on the question of the interpretation of a provision of the agreement which was made last September between the Lakehead Terminal Elevators Association and the Brotherhood of Railway and Steamship Clerks, Freight handlers, Express and Station Employees. The dispute now involves the application of the provision of the agreement respecting the reduction of hours from forty-eight to forty hours per week.

I met five representatives of the Association and five representatives of the Brotherhood who were here last Friday. The discussions, which were assisted by officers of the Department of Labour, terminated Saturday afternoon and the parties authorized the Minister of Labour to make the following statement, which was made:—

The Hon. M. F. Gregg today announced that the representatives of the grain companies and of the brotherhood of railway and steamship clerks, freight handlers, express and station employees had completed their discussions in Ottawa. Both representatives of the companies and the brotherhood stated that they were moving towards an agreement.

This week the two negotiating parties who were here have been holding meetings, each its own main body, and I hope to have replies from both of them within a few days.

Mr. Green: My question was with regard to the strike on the west coast.

Mr. Gregg: I cannot add very much on that. As hon. members will remember, a proposal was addressed to both parties by our representative, Mr. Wilson, before he left Vancouver, that recommended that agreement on several points be reached, that work be renewed and that the dispute over wage increase be referred to an arbitrator who would be chosen by both parties and whose decision would be final. I have not had a final report as to the views of the two parties regarding that proposal.

Mr. Green: Has the Minister given any thought to having the parties come to Ottawa in the hope that this strike can also be settled?

Mr. Gregg: Before coming to a decision on that matter, I should like to have a reply from the two parties with respect to what is, in my opinion, a very sound proposal for settlement that is now in their hands.

April 9

Mr. Angus MacInnis (Vancouver East): Mr. Speaker, I should like to ask the Minister of Labour whether he can give the House any information on the grain elevator dispute in Vancouver and New Westminster.

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, though my hon. friend notified me that he intended to ask this question, I can only tell him that there have been no important new developments to justify me in making anything like an optimistic statement in the House today. . .

Mr. Green: May I ask the Minister this question. Is he unwilling to invite representatives of the parties to come to Ottawa to discuss the situation?

Mr. Gregg: If such a course would appear to us, after careful study, to be the course that should be pursued to bring about a settlement, we would not hesitate a moment to invite them.

April 13

Mr. Angus MacInnis (Vancouver East): Mr. Speaker, there have been reports over the radio and in the newspapers indicating that considerable activity has been taking place in connection with the negotiations with respect to the grain handlers dispute on the west coast. Will the Minister bring the House up to date?

Hon. Milton F. Gregg (Minister of Labour): There is nothing of a definite nature that I can report to the House. In the late afternoon of April 9 the following wire was received from Mr. R. H. Tupper on behalf of the employers. The wire is addressed to Mr. Bernard Wilson, Chief Conciliation Officer, Department of Labour, and reads as follows:—

Referring your letter March 20th regret delays arising from settlement of Port Arthur differences prevented earlier reply. Am directed by all five elevator companies concerned in dispute in Vancouver and New Westminster to inform you that they leave open their offer to grant two additional statutory holidays, an increase, of 5 cents per hour in present graveyard shift differential, payment of double time for all work done on Sundays and to provide where practicable for proper job rotations provided the union will join with the companies in submitting as the only outstanding difference to be determined the question of wages for arbitration before a judge of the Appeal Court or Supreme Court of British Columbia.

On the next day, the 10th of April, the following wire was sent by Mr. E. C. Sims on behalf of the unions. This wire reads as follows:—

Re your wire April 9—

I should interject that the terms of the wire I have just read were conveyed to the unions. This wire is also addressed to Mr. Wilson. I continue:—

—we note the companies have rejected your proposal of March 20th and submitted counter proposal re arbitration. I am instructed to inform you this counter proposal has been rejected and your March 20th proposal will be taken to membership tomorrow for acceptance or rejection. Will inform you of results.

On the next day, the 11th of April, the following wire, addressed to Mr. Wilson, was sent by Mr. Sims:—

Full general membership meeting held today. I am instructed to inform you that question put re acceptance or rejection of your proposal of arbitration dated March 20. Motion carried rejecting the proposal with twenty-nine dissenting votes. Results of vote indicate same strength as when strike vote taken. Manner of voting decided by motion of membership. Results indicate tie-up to go on indefinitely unless employers change attitude toward wage question and fringe benefits.

Since the receipt of these wires we have continued our efforts to bring the parties together for further negotiations. I can report nothing further this morning.

Mr. Green: Does the Minister still think it would be of no value to invite representatives to come to Ottawa?

Mr. Gregg: I do not think that there would be value in taking that step at this time.

Fair Employment Practices Act

April 13

Hon. Milton F. Gregg (Minister of Labour) moved the second reading of Bill No. 100, to prevent discrimination in regard to employment and membership in trade unions by reason of race, national origin, colour or religion.

He said: Mr. Speaker, in moving this bill for second reading I should like to make a few remarks. The speech from the throne last December declared the Government's intention to introduce a bill which would prohibit discrimination in employment against any person because of his race, national origin, colour or religion in connection with any work, undertaking or business within the legislative authority of parliament. National labour organizations and many other bodies in recent years have advocated such federal legislation...

I believe that equality of opportunity for employment without discrimination on account of race, national origin, colour or religion is a fundamental right which every resident of our democratic state should enjoy. It is a right which this Parliament can well assert and try to protect. The Government is now asking Parliament to make this assertion by the bill I am introducing in respect of all persons in Canada who are employed or seeking employment in activities which come under federal authority. Although this federal sphere of jurisdiction is relatively limited, I believe that the passing of this legislation may have a far-reaching and healthy influence across the whole country.

I think one can say that the underlying principle of the bill is assurance of equality of vocational opportunity. In recent years Canada, as a member of various international organizations, has subscribed to general declarations concerning the basic rights and liberties of the individual. However, because of the divided jurisdiction established by our federal constitution, Canadian representatives have not always been able to make specific commitments with regard to legislation to ensure the protection of human rights.

For example, in 1948 the Canadian delegation to the general assembly of the United Nations voted for the universal declarations of human rights which was adopted by the assembly on December 10 of that year. The head of our delegation

stated that certain important aspects of the declaration lay within the field of provincial jurisdiction in Canada and that the federal Government did not intend to invade that field. Canadian participation in the International Labour Organization has been affected in the same way by the federal nature of our constitution. Canadian delegates to the general conference of the ILO in 1944 approved the adoption of the new declaration of the aims of the ILO which became known afterwards as the Philadelphia charter. This declaration asserts, among other things, the solemn obligation of the ILO to promote among the nations of the world programs which will achieve full employment, higher standards of living, the extension of social security, adequate protection for the life and health of workers, effective recognition of the right of collective bargaining—and this is the one that embraces the principle of this bill—equality of vocational opportunity, and other conditions conducive to human well-being.

Some action has already been taken by this Government to prevent discrimination in employment in those areas of jurisdiction within which the federal authority has power to legislate.

At the last session the Unemployment Insurance Act was amended to provide that it is the duty of the Commission to ensure that there will be no discrimination in referring any worker seeking employment, either in favour of or against any such worker, by reason of his racial origin, colour, religious belief or political affiliation. Then, as a further step in its program, in September last an Order in Council was passed which requires the insertion of a non-discrimination clause in federal government construction and supplies contracts entered into on or after January 1, 1953, to which the government fair wage provisions apply.

This clause expressly forbids the contractor to discriminate against any person because of his race, national origin, colour or religion in the employment of labour for the execution of the contract.

It might be said that discrimination in employment is based on ignorance, prejudice, selfishness, or an attitude of mind which cannot be discovered or changed by legislation. I agree, Mr. Speaker, that there is much to be said for that view. However, I would like to stress the point that the legislation which I am introducing is designed to deal with positive acts of discrimination. There will still be need for continued effort on the part of all those

educational, religious, cultural, yes, and government influences, which are now working together and doing so much to create in Canada a climate of opinion in which racial and religious prejudice shall find no place.

The provisions of the legislation will apply to all employers of five or more employees, excluding non-profit educational, fraternal, charitable, religious and social organizations. The legislation applies to employment upon any work, undertaking or business which is within the legislative authority of Parliament to regulate, to crown companies, and to trade unions composed of persons employed upon such works, undertakings or businesses. In effect, the legislation applies in respect of the same industries to which the Industrial Relations and Disputes Investigation Act applies.

The provisions of the bill will prohibit employers from discrimination as defined against any person in respect of employment or prospective employment, and prohibits employers from using the services of any employment agency which in its operations so discriminates against persons seeking employment. The use of advertising in connection with employment which expresses any such discrimination or preference is prohibited. Trade unions shall not so discriminate against any person in the matter of membership.

The legislation will be administered by the Department of Labour and by a division of the work amongst existing staff. It is not anticipated that additional costs for administration will be great.

Provision is made in the legislation for the receipt and investigation of complaints by conciliation officers of the Department, and for the use of industrial inquiry commissions for the purpose of ascertaining the facts, with a view to the adjustment of complaints made under the act. Provision is made for prosecution in the courts for alleged infractions of the act and for the imposition of penalties by way of fine and recovery of lost wages where the offence is proved. This procedure for the handling and disposition of complaints is very similar to the procedures provided under the Industrial Relations and Dispute Investigation Act for the handling and disposition of complaints of unfair labour practices. It is proposed to use the same administrative machinery.

I believe that legislation of this nature to deal with overt acts of discrimination is practical and can be administered. The record of New York state, which pioneered

in the United States in prohibiting discrimination against workers, has established the effectiveness of an act of this kind.

Passed in 1945, the New York law set a pattern for similar laws in ten other states and, I think, for the Fair Employment Practices Act enacted by the province of Ontario in 1951. Experience under the Ontario Act perhaps has been of too limited duration to permit an adequate appraisal of its effectiveness. But there is ample evidence that in 7½ years of its operation the New York law has had an appreciable effect in eliminating discrimination and in broadening job opportunities for minority groups.

Briefly stated, the New York law provides that no person shall be denied the right to earn a living because of his religious belief or his racial or national background. It lays down penalties for acts of discrimination, whether by employers, labour organizations, employment agencies or other individuals.

The term "employer" under the New York Act does not include a non-profit organization or an employer with fewer than six persons in his employ. The Act does not apply to a person employed by his parent, spouse or child, nor to domestic servants.

While punitive powers are provided for the New York Act, to be used when and if needed, the policy of the commission administering the legislation has been to rely on conciliation and persuasion and to avoid legal proceedings wherever possible. The record shows that out of approximately 2,500 cases handled to date the New York commission has had to resort to court action only three times. When one considers this experience in that highly industrialized state it seems a great victory for conciliation and persuasion, with the teeth of the law almost entirely unused.

One might sum up by quoting the following paragraph from the commission's 1951 report on its administration of the law:—

The commission realizes full well that the problem of employment discrimination which made a law necessary have not been completely solved. It is satisfied, however, that the law is no longer viewed by the general public as an expedient, an experiment, or a controversial document, but as an important instrument in the building of a stronger, democratic state.

The Ontario Act has been in force since the middle part of 1951, and I am advised that in the intervening period, while there have been a limited number of complaints dealt with under the Act, these com-

plaints have been adjusted under the provisions of the Act without the necessity of resort to the courts in any instance.

I am sure, Mr. Speaker, that the principle of this bill will have wholehearted support in this House and amongst the citizens of this country. It is only with this large measure of public support that it will be effective for the purposes for which it is designed.

Following a discussion of the bill on second reading, if it is the wish of the house, I shall move to refer it for study to the standing committee on industrial relations. I am confident that it can be made into an effective ally to the main effort in Canada for ensuring equality of vocational opportunity.

It is as an ally that I view this measure. The main effort against discrimination must continue to be carried on by individual Canadians with the potent weapons of human understanding, of charitable example, and with the application of the golden rule. If this bill becomes law we will see to it that it is used only to augment those weapons.

I commend it to the House.

Mrs. Ellen L. Fairclough (Hamilton West): . . . As I said on previous occasions, I think it is important that legislation should be provided to implement the universal declaration of human rights as proclaimed before the general assembly of the United Nations on December 10, 1948. Like the bill which it was my privilege to sponsor earlier, this bill applies only to employment in those fields which fall within the jurisdiction of the federal Government. I am sure that every member of Parliament will be in sympathy with the enactment of legislation which seeks to establish a common basis for all peoples in this nation, regardless of their origin, their religion or the various circumstances and conditions under which they labour . . . of course, the members of my party propose to support this motion. . .

I do hope that the Government is not going to pass this bill and push it to one side, waiting for someone who happens to find out about it to make a complaint under the legislation. I believe that the full effectiveness of this legislation can only materialize if the Government will institute a proper program of education to go hand in hand with the administration of the legislation itself. I believe that very strongly. We are all human, and we know that workers hesitate to make complaints, particularly those who are in menial employment. In many cases they are afraid of their jobs. They need to be

assured that under this legislation it is their right to complain, but not to file complaints indiscriminately. Where there is definite basis for belief that they have been discriminated against they should be encouraged to make known instances and circumstances of such discrimination. I believe that, by removing from them the fear of retribution from employers or others, legislation of this sort can be made properly effective.

In this bill, as in the Ontario bill, provision is made for an industrial inquiry commission to look into such complaints as are made. This of course is an entirely different matter from a standing administrative commission or body to plan not only the administration but the education of workers in this field. I would urge the Minister to give serious consideration to the establishment of a commission which will be charged with this responsibility. I feel that it would not only be a good thing at the federal level to have someone actively engaged in dissemination of information, but it would provide a stimulus to those provinces which have legislation of this order at the present time or who may, I hope, enact such legislation at a later date, to proceed along those lines. I believe that at the present time in the Dominion of Canada only two provinces, Saskatchewan and Ontario, have legislation of this kind. I understand that Manitoba is seriously considering such legislation, and one other was mentioned to me as being keenly interested in this type of legislation.

There should be a permanent administrative body charged with this responsibility, and the establishment of a commission should not depend upon the receipt of complaints which cannot be handled by the ordinary conciliation officers of the Department.

The Minister has spoken of the limited experience which the province of Ontario has had in this matter, and that is quite true. It is my understanding that in the approximately two years that the Act has been operative only ten complaints have been received, and these have all been easily handled. While the province of Ontario did not set up any educational program, it did cover the ground fairly thoroughly in the first instance with letters and information to employers, trade unions, and so on. A great deal can be done to make effective the provisions of this legislation if one specific body is definitely charged with this responsibility. This is the least we can do to make such legislation operative...

Mr. Alistair Stewart (Winnipeg North):
Mr. Speaker, I should like to say at once on behalf of the CCF that we support the principle of this legislation. Indeed, I think in days to come it will be recognized that this bill has been something of a landmark in Canadian labour history...

The bill is an attempt by means of conciliation to prevent discrimination in employment. That, I believe, is a proper procedure—although behind that conciliation there must be the force of law and of compulsion. American experience has shown us that in the last resort these measures must be compulsory if they are going to be successful. In those areas where there was no compulsion there was a quite noticeable lack in the efficiency of the legislation as compared with those states, such as the state of New York and other states, where the element of compulsion existed.

One of the reasons we dislike some of the sections in the bill is that they are altogether too permissive. In other words, they are not sufficiently mandatory. We would not like to see the bill pass only to see it by-passed at a later time. There was a suggestion by the Minister which led us to feel that perhaps not as much was going to be done about this legislation as those of us in the CCF would like to have done. Where discrimination is found, discretionary powers are given where we believe the powers should be mandatory and insisted upon. In our opinion the bill would be strengthened if these discretionary powers were removed. In other words, the legislation must have teeth if it is going to be successful.

Then one further obvious and glaring omission has been brought to the attention of most hon. members, in that there is nothing in the legislation concerning discrimination against a person because of sex. There are still a number of men—fortunately, a decreasing minority—who seem to think that women are not people. They look upon women as chattels, an idea which I trust will rapidly disappear. However, this matter of discrimination because of sex is something which can be discussed more fully in committee.

Another weakness now apparent in the bill is that it has not outlawed those wretched application forms which insist that an applicant for work must state his or her religion, his or her ethnic origin, or the place where his or her mother and father were born. The bill would have been much stronger, had some thought been given to this subject, and I believe the

committee should give careful consideration to the outlawing of such stupid questions in applications for employment...

The Minister has told us that there will be a director in this new division, and he added that the cost of the division would not be great. I felt somewhat pessimistic when he made that statement, because I think the Government could make no greater mistake than to burden with the directorate of this division a man who already is doing something else. Whoever is to be the director will find that he has a full-time job. This is one place where I am sure the members of the various parties in the House would not object to an increase in costs of a department, if we knew that the division was going to function properly.

The Minister has said the Government worked with other groups throughout the country to try to create a scheme in which prejudice would have no place. But if we are going to do that properly people will have to be educated; and if we are going to educate them we must be prepared to spend money. I would hope that the director of this division would not be merely an administrative head, but rather one who would conceive it as his duty to act as an educational spearhead in the fight against discrimination all across the country...

Mr. C. E. Johnston (Bow River): Mr. Speaker, I do not intend to take very long to discuss this bill on this occasion. I think it is generally conceded in all parts of the House that the general principle of the bill is going to be accepted as a step in the right direction. Therefore we in this party have no hesitancy in accepting the general principle of the bill...

I do not believe there are very many members of the House who have not had a great number of letters and other communications from women's organizations throughout the country presenting the problem with which they are faced. They contend, and probably rightly so, that one of the faults of the bill lies in the fact that no provision is made against discrimination as to sex. When the bill goes before the committee I think every opportunity should be given to the women's organizations to present their briefs and support their claims. Then the members of the committee will be in a much better position to judge what action should be taken.

There is also another form of discrimination so far as labour is concerned that is not mentioned in the bill and which is becoming very widely practised in this country. I refer to discrimination on the

ground of age. It seems to be the current practice of industry now to retire a fellow when he reaches approximately 50 years of age whether or not he has sufficient pension or income to take care of him. When he reaches 60 they are mighty sure that he is old enough to retire, and when he gets to be 65 they kick him out...

Mr. David A. Croll (Spadina): Mr. Speaker, . . . It is my view that this bill does credit to this great House of Commons. I am pleased to join with other members in hailing it as the latest step in reducing racial and religious discrimination in this country. I am both pleased and proud to be associated with a Government which is making an earnest effort to maintain this and other basic principles of human rights. By passing the bill we indicate that we are realists and we give a lead to the provinces and to industry. It is now written, it is spelled out, endorsed by Parliament and supported by the Canadian people...

The bill before us at the present time calls for no racial discrimination, particularly with regard to membership in trade unions. The stakes which trade unions have in discrimination being wiped out are certainly as great as those of management. Fortunately Canadian labour unions have directed a strong campaign for the enactment of fair employment practices, and are deserving of much credit for their persistence in this regard. Their resolutions passed at annual conventions, their briefs presented to the Government, their constant vigilance in reporting on discriminatory practices, should not go unnoticed at this time when we are considering this legislation. Nor should the efforts of other groups, religious, fraternal, welfare and minority bodies, who have acted on their own or in co-operation with labour organizations to end discrimination in this country.

This bill does not have as its purpose the abolishment of prejudice; that is to change human nature. It is a law to prevent anti-social manifestation of prejudice. It is possible of enforcement, and it can be determined that men are denied employment because of racial or religious prejudice or for other such reasons. It is a difficult task, but we do it every day before our labour relations boards when men, who have been discharged for union activity, obtain a hearing and are often reinstated. It does need a patient, perceptive approach. I am satisfied that the Department of Labour has sufficient good men in its ranks to do the job conscientiously and well.

The important thing is that the law be enforced. It must not be allowed to sit idle on the statute books, and I am sure it will not.

But enforcement alone is not enough. Authorities agree that the elimination of intolerance depends, in the long run, on a process of continuous education. I appreciate that this matter of education is not one that can be provided for in this bill. I am concerned to raise it at this point as an indication of what remains to be done after this bill has been enacted as law. Education is an indispensable part of the act. It can only be administered with great restraint, and with understanding of some prejudices that, unfortunately, have roots in our Canadian life. There must be recognition that persuasion is generally more potent than coercion in leading men to change their long formed habits...

Mr. Stanley Knowles (Winnipeg North Centre): . . . I noted in particular the suggestion made by a number of members that legislation of this kind being enacted at the federal level may well play a part in encouraging provinces that have not passed legislation of this nature to put such legislation on their statute books. As a matter of fact I feel that that has happened already in the case of my own province of Manitoba. Unions and other interested groups in Manitoba have been trying for a long time to persuade the government of that province to enact fair employment practices legislation. That government has shown itself interested, but has been reluctant to act.

When we met on November 20, 1952 to hear the speech from the throne that opened this session of Parliament it was indicated that there would be fair employment practices legislation at the federal level. Lo and behold, when the Manitoba legislature met a few months later it was announced by the government there that they would follow suit. So I suggest that there is validity in the hope that although this legislation applies only to workers who come under the federal labour jurisdiction, it will encourage those responsible for labour matters at the provincial level to follow suit. I hope it will not be long until legislation of this kind, or even better, will be the rule throughout the country...

Mr. J. W. Noseworthy (York South): . . . I would suggest that the Government could assist in this field by giving financial aid to those agencies whose primary purpose is the breaking down of racial and religious bigotry and prejudice in this country. There are some organizations which have done a great deal toward this

cause. But unfortunately there are other organizations of good repute which contribute to disaffection between peoples of different religions and beliefs. I think the Government should give consideration to rendering assistance to such organizations as exist for the primary purpose of breaking down this prejudice and bigotry...

Those who are engaged in the educational field and the breaking down of these prejudices find it most difficult when children, for instance, are taught tolerance in the school and then find intolerance in their homes, in business circles, and in other fields as the rule of life in the world in which they have to live. Anything the Government can do by way of legislation such as this to give assistance to organizations promoting unity will help to build Canadian unity...

Mr. Clarence Gillis (Cape Breton South): . . . While we are doing a desirable thing in trying to eliminate racial and religious discrimination, let us not forget for a minute that thousands and thousands of Canadians are walking the streets today because of discrimination against them on the ground of age. The reason for that of course is that companies that have established pension plans are not employing anyone who is not young enough to make a substantial contribution to the pension fund before he reaches retirement age. A citizen of Canada who has reached the age of 40, and who still has about twenty good productive years ahead of him, should not be discriminated against because he happened to become unemployed when he was approximately 40 years of age.

Another instance of discrimination so far as employment is concerned very badly affects ex-servicemen. The Minister, who was Minister of Veterans Affairs for some years, realizes that in every part of the country where there is heavy industry young men may come back from service with war wounds and disabilities incurred during service entitling them to a pension at the rate of 5 or 10 per cent, but in the areas in which they live they are 100 per cent disabled as far as employment is concerned. That is because one of the requirements for employment is that the man pass a medical examination, and when the company's doctor finds that he has a 5 or 10 per cent pension then he is not considered fit for employment in heavy industry and he is not employed...

Mr. Gregg: Mr. Speaker, in closing the debate I need only refer to one or two particular points that were made this afternoon.

First I would like to touch very briefly upon the point made by my hon. friend from Fort William (Mr. McIvor). I want to assure him that this bill will not, and I repeat "not", require our trade unions to accept persons who have proved their intention to propagate subversive activities in Canada, whatever the background of those people may be...

Equally briefly may I refer to the remarks made by the Hon. Member for Cape Breton South (Mr. Gillis)... On the... points he made, namely that sex, disability, age—and I would add disabled civilian workers—should be included here, I should like to ask him, between now and the time this bill goes before the special committee, to consider whether or not that cannot be more effectively accomplished by sharpening up the placement services of our National Employment Service. For administrative purposes I should like to keep this bill as simple as possible, so we can get a background of experience in carrying its principle into effect. However, I leave that thought with my hon. friend...

Motion agreed to, bill read the second time and referred to the standing committee on industrial relations.

Co-operative Credit Associations April 15

Hon. Douglas Abbott (Minister of Finance) moved for leave to introduce Bill No. 338, respecting co-operative credit associations.

Mr. Knowles: Explain.

Mr. Abbott: The purpose of the bill is to authorize the incorporation of co-operative credit associations by special act of Parliament and to provide for the inspection and supervision of these organizations. The bill in a good many of its particulars resembles the Trust Companies Act and the Loan Companies Act with respect to the supervisory and inspection powers of the Superintendent of Insurance.

Motion agreed to and bill read the first time.

Canada's Contribution to Colombo Plan* April 15

Mr. Catherwood:

1. What was Canada's total contribution to the Colombo plan, during the years ending March 31, 1952 and March 31, 1953?
2. For what purpose was this money used and in what amount?

*Information in greater detail is contained in a two-part article, "The Colombo Plan", published by the Department of External Affairs in its monthly magazine *External Affairs*, the first part of which appears in the April issue.

Mr. Claxton:

1. In addition to the appropriation of \$400,000 for technical assistance in each of the two years, Parliament approved a contribution of \$25 million for 1951-52 and the same amount for 1952-53 to assist in the economic development of countries in south and southeast Asia under the Colombo Plan.

2. Expenditures or commitments against these capital assistance votes have been made for the following purposes and in the amounts indicated:—

1951-52

India—

- (a) \$10 million for wheat.
- (b) \$4.5 million for trucks and buses for the improvement and extension of the Bombay state transport system.
- (c) \$500,000 for capital equipment for an irrigation and hydro-electric project.

Pakistan—

(a) \$5 million for a cement plant in the Thal area where the Pakistan government is carrying out a large-scale refugee colonization scheme.

- (b) \$2.8 million for railway ties.
- (c) \$2 million for an air and geological survey of Pakistan's resources.

(d) \$200,000 for agricultural machinery and related equipment for a model livestock farm in the Thal area. (This is a joint Canadian-Australian-New Zealand project.)

1952-53

India—

- \$5 million for wheat.
- \$3 million for equipment for a hydro-electric project.
- \$2.2 million for locomotive boilers.

Pakistan—

- \$5 million for wheat.
- \$3.4 million for equipment for a hydro-electric project.
- \$170,000 for three aircraft fitted with special equipment for use in the locust control program.

\$500,000 to cover remaining costs of the cement plant project undertaken during the previous year.

Ceylon—

\$1 million for fishing vessels, cold storage plant and technical personnel for a fisheries research and development project.

Several of these projects will yield revenue in local currency (counterpart funds) which will, in turn, be used by the Government concerned, in consultation with the Canadian Government, to finance further economic development.

Fatal Industrial Accidents in Canada*

During Fourth Quarter of 1952

Industrial fatalities during fourth quarter last year numbered 344, a decrease of 38 from the 382 recorded during previous three months

There were 344† industrial fatalities in Canada in the fourth quarter of 1952, according to the latest reports received by the Department of Labour. This marks a decrease of 38 fatalities from the previous quarter, in which 382 were recorded, including 19 in a supplementary list.

As in previous quarterly articles, Table H-1 contains information as to the number of industrial fatalities classified by main classes of industries and causes. The present table is compiled in accordance with the new cause classification adopted January 1, 1952. This new classification has been drawn up in consultation with the various provincial Workmen's Compensation Boards and will be used in the preparation of statistics to be derived from the federal-provincial accident statistics program, which will deal with non-fatal as well as fatal accidents. As used in the present article, the new classification contains only the major groups of causes.

During the quarter under review there were two accidents which resulted in the deaths of three or more persons in each case. On December 23, a head-on collision between two trains at Ragged Rapids, Ont. resulted in the deaths of five trainmen. Seven seamen aboard the tug *Petrel* were drowned December 27 when the tugboat disappeared in the Gulf of Georgia.

Grouped by industries, the largest number of fatalities, 71, was recorded in the transportation industry. Of these, 33 were in steam railways, 17 in water transportation and 12 in local and highway transportation. In the previous three months there were 55 fatalities listed in this industry, including 20 in local and highway transportation, 12 in steam railways and 11 in water transportation.

There were 65 industrial deaths in the construction industry during the fourth

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

quarter of 1952, of which 27 occurred in buildings and structures, 21 in miscellaneous construction and 17 in highway and bridge construction. During the preceding three months 78 fatalities were recorded in construction, including 43 in miscellaneous construction and 23 in buildings and structures.

Of the 52 accidental deaths reported in manufacturing during the quarter under review, 12 occurred in the wood products group, nine in transportation equipment and seven in the iron and steel industry. In the previous three-month period, 56 fatalities were reported in manufacturing, including 14 in the wood products group, nine in the paper industry and eight in transportation equipment.

In the logging industry, 49 industrial deaths were reported during the fourth quarter of 1952, compared with 37 in the previous three months. In the fourth quarter of 1951, 55 accidental deaths were recorded.

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the fourth quarter of 1952 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

Thirty-three persons died as a result of accidents in the mining industry during the quarter under review. Of these, 18 were in metalliferous mining and nine in non-metallic mining. In the preceding three months 54 fatalities were recorded in mining, including 31 in metalliferous mining and 13 in coal mining.

There were 26 fatalities reported in agriculture during the fourth quarter, compared with 30 and 31 during the second and third quarters of 1952 respectively.

In the various branches of the service industry there were 18 fatalities during the third quarter, a decrease of 15 from the 33 recorded in the previous three months.

An analysis of the causes of the 344 fatalities which occurred during the quarter shows that almost one-third of the victims had been "struck by tools, machinery,

moving vehicles and other objects". Within this group the largest numbers of deaths were caused by falling trees and limbs (26), automobiles and trucks (14) and trains or other railway vehicles (11). "Collisions, derailments, wrecks, etc." were responsible for 79, or 23.0 per cent of the total deaths during the period. These included 35 fatalities involving automobiles and trucks and 16 that involved watercraft. In the classification "falls and slips" 76 accidents were reported. Of these, 68 were caused by falls to different levels.

In the classification by province of occurrence the largest number of fatalities was recorded in Ontario, where there were 114. In British Columbia, there were 80 and in Quebec, 66.

During the quarter under review there were 116 fatalities in October, 115 in November and 113 in December.

British Labour Ministry Issues Report for 1951

In spite of the continued growth of the total civilian labour force, manpower in Great Britain continued to be short in many industries and services in 1951, especially in those connected with defence and export production, according to the Annual Report of the Ministry of Labour and National Service, recently published.

The situation was eased, however, by the continued recruitment of foreign workers. Altogether, about 36,000 foreigners entered the country on individual permits for employment and another 1,500 Italians were recruited for coal-mining under an official scheme.*

These, together with voluntary workers from Northern Ireland and the Republic of Ireland, did little to offset departures under Commonwealth migration schemes, under which 42,361 migrants, including families and dependents, left the country.

The Ministry intensified its efforts to encourage industry to make the fullest possible suitable use of elderly and disabled workers, and part-time and spare-time labour.

*The plan to use Italians in British coal mines came to an end early in 1952 because of the refusal by British miners to accept them in the pits (L.G., April, p. 388).

Employment exchanges and youth employment offices filled nearly 2½ million vacancies during the year, compared with almost three million during 1950. Of the two million vacancies filled by adults, over one-eighth were in national economy industries and the defence program.

The appointments service, which places professional, administrative, managerial, technical and scientific personnel, filled nearly 2,600 vacancies and placed 5,835 persons in employment.

Nursing appointments offices found work for more than 9,500 women and men in full-time posts and 1,300 in part-time posts. The 25,000 vacancies in this field at the end of the year formed the lowest total for any year since the end of the war.

In the field of industrial relations, the outstanding event of the year was the replacement of the Conditions of Employment and National Arbitration Order of 1940 by the Industrial Disputes Order for the settlement of trade disputes.

The last part of the report deals with the Ministry's relations with the International Labour Organization, various organs of the United Nations and other international bodies.

THE SLOAN REPORT

Second instalment of a review of Chief Justice Sloan's report on his exhaustive inquiry into workmen's compensation in British Columbia

INSTALMENT II

Accident Prevention

Two general complaints brought by the International Woodworkers of America against the Accident Prevention Division of the Board, together with those directed against the Medical Division, accounted for a great mass of evidence and occupied the greater part of the time consumed by the inquiry. The complaints were that the Board, or its Accident Prevention Division, failed to exercise leadership in accident prevention and was weak or lax in its enforcement of the Board's safety regulations.

In deciding whether the Board had discharged its responsibility, the Commissioner divided accident prevention into two main phases, which he described as follows:—

The first division involves the development of a state of mind of both labour and management, leading to the acceptance of the safety concept as an integral part of the processes of production. The expressions "safety first" and "safety consciousness" reflect this thought. This acceptance of accident-prevention in its true and extended sense means more than mere lip service to a distant ideal; it means the creation by education, publicity, and, in part, inspiration of a burning zeal in both labour and management to reach and maintain safety standards of perfection, not in the distant future, but *now*. It involves the awakening of a spirit of challenge, the unfurling of battle flags in a war against the hazards of machines and against lurking dangers that give no quarter. It involves a never-ceasing attack on causes which relentlessly cripple and kill the man at work.

The British Columbia Workmen's Compensation Act and its administration by the Workmen's Compensation Board were examined by Chief Justice Sloan of the British Columbia Supreme Court acting as a Royal Commissioner. His report, a volume of more than 400 pages, laid before the Legislature in February 1952, summarizes the results of his exhaustive inquiry, which lasted for more than two years, from November 7, 1949, until November 23, 1951.

Because of the wide terms of his Commission, the Commissioner, who had acted in a similar capacity in 1942, dealt with hundreds of submissions from labour, industry and others requesting amendments to the Act or making general or specific complaints against the Board's administrative policies. Sitting for 226 days at Vancouver, Victoria, Trail and Nelson, he heard the evidence of 630 witnesses which, together with the arguments of counsel and others, filled almost 23,000 pages of transcript. More than 1,200 exhibits were filed. In the course of his inquiry the Commissioner inspected rehabilitation centres in Toronto, Montreal, New York, San Francisco, Los Angeles and Orange, N.J.

Consideration of the various issues raised involved not only a detailed examination of every phase of the Board's administration but also a discussion of the history and fundamental principles of the Act.

The report contains a discussion of the two alternative methods which may be used in compensation administration in arriving at the amount of compensation payable for an injury (compensation

based solely on loss of physical function or compensation based on wage-loss), explains why, in the Commissioner's judgment, requests for payment of compensation for disability on the basis of 100 per cent of earnings cannot be justified, and gives reasons why increased benefits should not be made retroactive.

Blanket coverage of all occupational diseases was rejected as being in no way superior to the present method of scheduled coverage. The whole field of silicosis was reviewed and the Commissioner recommended that the system of medical examination similar to the one required in metal mines should be made obligatory in coal mines.

Because of the problems posed by recurring medical disputes, the Commissioner recommended that in the public interest a permanent three-man Medical Appeal Board should be established with jurisdiction to decide disputed questions of diagnosis and of the extent of a workman's functional disability.

Charges that the Board had not exercised leadership in accident prevention made it necessary for the Commissioner to examine all phases of the Board's safety work and the Board was commended for its long-continued efforts in this field.

Because the Sloan report contains much information of interest to workers and employers concerned with workmen's compensation, it has been reviewed, by the Legislation Branch, Department of Labour, in as much detail as possible. This is the second of two instalments; Instalment I appeared in the April issue, p. 552.

The second division of accident-prevention lies in a related but different field. This involves factors operating on the physical and material plane and which are subject to the imposition of controls and regulations, the enforcement of which are backed by the power of the State to impose punishments for their non-observance...

Men cannot be made safety-minded by legislation. Unless there is the will to safety, all the regulations in the world will not by themselves prevent accidents. Alternatively, the desire to minimize hazards needs as its aid the promulgation and enforcement of fundamental regulations governing the operations of machines and the conduct of men. These two essentials must both be present in order to have and maintain an efficient accident-prevention program.

Three groups are responsible for the development of an accident-prevention program, the Commissioner stated: the State, speaking through administrative agencies such as the Workmen's Compensation Board, management and labour. Of these he felt the State has the primary responsibility for instilling into management by education and guidance the necessary inspiration to institute and maintain adequate safety programs.

Summing up in regard to management-labour relations in this field, he said:—

Success of any accident-prevention program, assuming it to be intelligently designed to meet the causes of injury when understood, depends on safe working conditions and upon an active, educated and management-directed co-operation between management and labour, such as joint safety committees, training of supervisors, job training for workmen, job assignments, and pre-assignment physical appraisal.

In his view, the function of a governmental agency such as the Workmen's Compensation Board is

to assist actively in the intelligent design of the program by promulgation of necessary safety regulations, by leadership and guidance in the educational field, in the use of all propaganda media, by the efficient use of inspection services, and by the imposition of reasonably severe penalties against both labour and management when the occasion requires such action, as a punishment of the wrong-doer and as a deterrent to others who persistently violate safety codes and the Board's directives. The Board's function should also be to provide consultative services, when beyond the practical or economic means of an industrial operation, to otherwise obtain and to serve as a clearing-house for the accumulation and dissemination of statistics, experiences and information.

The Commissioner then proceeded to examine the record of the Board. Relevant excerpts from annual reports of the Board beginning in 1918 indicated that for many years the Board has been conscious of the need for an adequate program of accident prevention and "has pioneered the path" in the province. A review of the Board's extensive educational activities through the years, including the distribution of circulars, literature and posters, the use of films, the public activities of the Commissioners and the Chief Inspector, the issuance since 1940 of a monthly statement for the logging industry showing principal types and causes of accidents, and the founding and encouragement of independent private voluntary safety organizations to function within the community as a whole, e.g., the B.C. Safety Council, led the Commissioner to conclude that the first complaint—a lack of Board leadership—was unfounded.

From the foregoing activities in the field of education and guidance in the development of a safety consciousness in both management and labour and from a consideration of all the other evidence

Major Recommendations of Sloan Report

1. An increase from $66\frac{2}{3}$ to 70 in the percentage rate of earnings used in computing compensation.
2. An increase from \$2,500 to \$3,600 in the maximum amount of annual earnings on which compensation is based.
3. An increase in funeral allowances and in monthly benefits to widows and other dependants. Payment of hospital insurance premiums of widows and orphans from the Accident Fund.
4. Removal of limitation on Board's annual expenditure for rehabilitation work.
5. Compulsory coverage of farm workers.
6. Elective coverage of domestic servants.
7. The creation of a Medical Appeal Board.
8. Annual physical examination and issue of certificates of fitness for workers in coal mines.

NOTE: The first four of these recommendations were implemented by the British Columbia Legislature at the 1952 Session (L.G., June 1952, p. 783).

before me, including the mandatory formation of joint safety committees and their functioning, the awakening of labour unions to their responsibilities and many other circumstances too numerous to mention in detail, including, for instance, certification of men using blasting-powder, I have reached the conclusion that in this phase of accident-prevention the Board, through its officials and especially by reason of the long continued efforts of Mr. Francis, has demonstrated a praiseworthy, conscientious and intelligent devotion to its obligation.

Tangible results are always slow in following these endeavours. The acceptance of the necessity for safety programs is of slow growth. The seed takes years to come to fruition. From about 1945 onward, results of an awakened interest can be seen in the reduction of accident-frequency rates...

I am also satisfied that this effort has brought about a better understanding of the problem by both management and labour and a spirit of co-operation engendered that will redound to the common good. I would be remiss, perhaps, if I did not record that the evidence before me shows intense interest in safety programs has been demonstrated by the logging, pulp and paper, and sawmilling industries, with excellent results being achieved through an intelligent and willing co-operation between management and their respective unions. In these groups I would also add the Railway Companies and the Railway Brotherhoods. The bigger the operation, the better the program. In my opinion, the evidence points to the Board as a very real and active factor in this development. The small operators present, as yet, a very real and pressing problem.

In discussing the second phase of accident prevention, the making and enforcing of safety regulations, the Commissioner reviewed the work of the Inspection Service and placed on the record some of the highlights of the activities of the Board's inspectors, eight of whom testified at the inquiry.

He outlined the duties of the Safety Department of the Board as follows:—

The task of the Safety Department of the Board is to prevent accidental injuries to workmen in all industries covered by the Act by correcting unsafe practices and conditions revealed through inspection of premises and by investigation of accidents, and also by publicizing the humanitarian and economic advantages of accident-prevention efforts, to develop and maintain interest by management and labour in the problem.

The Accident Prevention Staff consists of the Chief Inspector, office staff and 21 field inspectors. Three dust inspectors inspect mines and other premises where a silicosis hazard exists and an industrial hygienist investigates conditions related to all industrial diseases, exclusive of silicosis.

The Board requirements in choosing inspectors are stringent. In every instance

extensive experience in the industry to which an inspector is to be assigned is required as well as in most cases a great deal of supervisory experience, together with acceptable personality and knowledge of human behaviour. Each inspector is given the opportunity to broaden his knowledge and ability.

No attempt is made to inspect every industrial operation annually but where serious hazards exist, several inspections are made each year. Of a total of 277 different types of industry, 78 have serious hazards, 121 only moderate hazards and 78 sub-classes have practically no hazard. The Board's greatest efforts are concerned with the firms having a serious accident threat. For every industry the Board has at least one inspector who has had some practical experience in it and is familiar with its safety problems. A number of inspectors are qualified in several different fields. Consulting as well as enforcement services are carried on.

Of the heavy burden devolving upon the Board's inspectors, the Commissioner had this to say:—

Inspectors travel to the most remote parts of the province, wherever men are working regardless of means of transportation, weather conditions, or available accommodation. Hours of work are not considered. Days are spent inspecting premises. Evenings and week-ends are used for meetings, writing reports, or travel.

During 1949 the inspection staff covered approximately 80,000 miles by car, 3,000 miles by chartered aeroplane, 7,000 miles by chartered boat, in addition to the use of public transportation systems by air, water and roads. Many miles were walked on trails, roads, and railways, often with a pack-sack and sleeping bag.

Concerning the evidence of the inspectors who were described as "efficient, practical, hardworking, and sometimes overworked officers of the Board," the Commissioner stated:—

It is abundantly clear, even from the short excerpts I have made from the evidence of the inspectors that they are highly qualified men with an excellent record of performance. Although I placed their duties arbitrarily in the "material" division of the Board's efforts toward accident-prevention, there can be no doubt that they have all contributed widely and wisely to the development of the safety idea both in management and labour.

The quoted evidence is by no means an exhaustive description of their multitudinous duties and their performance thereof. Viewing the evidence as a whole, this branch of the Board is a credit to it.

Accident Prevention Regulations

The revised Accident Prevention Regulations of the Board adopted in 1950 were described by the Commissioner as more

comprehensive than those of any other province. In addition to several informal discussions with labour and management representing various industries, public hearings were held to consider revision of the regulations concerning the construction, logging and wood-products industries. The care taken in their preparation is shown from the evidence of one of the logging inspectors:—

I would like to say something about the Accident Prevention Regulations, which I consider to be the finest in evidence anywhere. The Regulations have been added to and changed a great deal since the early days to meet changing conditions but they have all been the result of myself and the other inspectors going around in the woods with notebooks talking to superintendents, operators and loggers, writing down their suggestions, comparing them with other places, investigating accidents, and then talking it over with the others to see what would make a good practical regulation to cure the bad condition. Most of the Regulations in the book are actually based upon some Regulation which was brought in at the time because of a particular accident, and it is for that reason that the work of inspectors in going to inquests and investigating serious accidents is so important.

Enforcement

The Board has power to impose penalties for breach of its regulations in five ways, namely: (a) stop orders; (b) penalty assessments; (c) charging accident cost to employer; (d) disallowance of claims by workman; and (e) fines by court proceedings. The Commissioner dealt with each of these in turn.

The Board's minutes show a record of 53 official stop orders issued between 1931 and 1950, shutting down an entire operation when it was shown that the safety of workmen was threatened. In addition, inspectors have issued at least 100 on-the-spot stop orders a year over this period without a Board resolution. In so doing, the Commissioner considered that they acted without statutory sanction since Section 59(2) confers this power on the Board alone. He recommended that the section be amended with retrospective effect to authorize inspectors to issue interim orders, effective for a period not exceeding five days. During this period the Board might affirm, modify or reverse the order.

Under Section 37, the Board has power to enforce compliance with its regulations and the orders of its inspectors by charging the employer a higher assessment rate. Where Accident Prevention and First Aid Regulations have been complied with, the preferred rate applies, that is, one-half of one per cent less than the regular rate.

In case of non-compliance, however, a firm is placed on the regular rate. If it still does not comply with the Board's orders, further increases are imposed. Increases in rates are not regarded as a licence to operate under unsafe conditions. If the hazard is serious, stop orders are issued. The method of penalty assessments is being increasingly used by the Board. Its files indicate that in 1949 a higher rate of assessment was imposed in 374 cases and in 1950 in 485 cases.

When a workman is accidentally injured, the Board has power to charge his employer with the cost of the accident under Section 43 when the accident was due to the employer's gross negligence or his failure to adopt reasonable means for the prevention of accidents or to comply with the regulations or directions of the Board. In such cases, the employer is notified that the Board is considering imposing a penalty and he is given a hearing before it to show cause why it should not be done. The Board's records show that since 1932, 15 firms have been charged with accident costs under this section.

Section 7(3) states that no compensation is payable to an injured workman when the injury is attributable solely to his serious and wilful misconduct. During the period January 1, 1942, to October 31, 1950, 326 claims were rejected because of the workman's non-compliance with the regulations.

Higher Fine Recommended

In discussing fines by court proceedings, the Commissioner stated that in the 1945 revision of the Accident Prevention Regulations the penalty section providing for a fine of \$50 for non-observance of the regulations was deleted but that it was again inserted in 1950. In his opinion, a fine of \$50 was not of much consequence in cases of flagrant and persistent refusal to obey the Board's regulations and he recommended an amendment increasing the maximum penalty to \$500.

The Board invoked the penalty section of the regulations in 1951 when it laid charges against the rigging-slinger in charge of a logging operation on which a fatality occurred. The man was convicted on two charges and fined. The Commissioner saw no reason why the aid of the courts should not be invoked when there was a breach of the regulations by men on the supervisory level. In almost all serious accidents some regulation has not been observed, he stated, and the top man of the job should be held responsible and penalized for not carrying

out his duties of supervision. An analysis of 28 fatal logging accidents in 1950 indicated non-observance of the Board's regulations by supervisors in 18 instances.

Divergent opinions were expressed on the question of whether or not the Board should prosecute a recalcitrant workman. The view of most witnesses was that the Board should not itself seek to discipline a workman. It was felt that this was the obligation of management and supervisors working in co-operation with union leaders.

The Commissioner felt, however, that when the circumstances justify it the Board should not hesitate in the exercise of a wise discretion to prosecute a workman for deliberate and persistent violations of the regulations. He pointed out that a number of the regulations directed to the workman are not solely for his own protection but are for the protection of his fellow-workmen as well. It seemed to him that the Board could and should exercise its police powers against an individual workman who believes it is his inalienable right to so conduct himself at his work that his death, and perhaps that of his fellow-workmen, is the inevitable result of his refusal to abide by safety regulations.

The Commissioner stated that he could appreciate the difficulties faced by management where the discharge of a workman would result in union opposition and the invocation of the grievance procedures in collective agreements. A solution for this situation, suggested by a member of the Board, was that a provision should be included in collective agreements that in effect would state that a workman shall not be guilty of a breach of the agreement if he refuses to work under conditions which contravene the Board's regulations, and that, on the other hand, would protect an employer who discharges a workman for failure to observe these regulations by refusing him the right to seek the aid of the grievance committee. The Commissioner, after consideration, expressed the opinion that this provision should be given statutory recognition and made mandatory. He felt that it would strengthen the hands of both management and labour in the enforcement of safety regulations.

The Commissioner summed up his attitude towards the Board's obligation to institute prosecutions in these words:—

The power that regulates is the power to enforce these Regulations. In the final analysis that is a power which cannot be delegated. Neither is it a power that should find its sole expression in persuasion. The foundation of power is the legalized right to inflict punishment when

the circumstances rightly and properly demand that such action should be taken. To reach any other conclusion is to interpret the Board's Regulations as the mere manifestation of wishful thinking, instead of concrete expressions of the will of the State governing human conduct for the general good and welfare of men exposed to the hazards of our industrial economy.

The Commissioner's conclusions on the second complaint were that the Board had not been lax in enforcing the safety regulations. He thought, however, that its position would be strengthened by:—

(1) Appointing more sawmill, logging, heavy construction and dust inspectors, with the result that more frequent inspections would tend to lower accident-frequency rates.

(2) Making it mandatory for all employers under the Act to supply the Board with particulars of man-hours of exposure in order to facilitate the preparation of accident-frequency statistics.

(3) Encouraging inspectors, where practicable, to be accompanied on a plant tour of inspection by a nominated labour member of the plant joint safety committee. He recommended the adoption of these measures.

Overlapping Jurisdictions

Another matter which the Commissioner considered was that of overlapping jurisdiction between the Board and the inspection services carried on by other Government agencies under various statutes. The latter are designed to protect both workmen and the general public. It seemed to him that neither a mandatory consolidation of all existing inspection forces under one head nor a loosely knit system of voluntary co-operation in the midst of divided authority provided an answer to the problem.

Suggesting that "something between the two would seem to be the most suitable answer", he proposed that the Act be amended along the following lines:—

Notwithstanding anything contained in this and any other Act, the Board may enter into an arrangement with any Minister of the Crown in the right of the Dominion or Province whereby Inspectors in the employ of these Governments or agencies thereof may, when deemed necessary in the interests of safety and accident-prevention, be authorized and required to carry out the duties and responsibilities of an inspector under the "Workmen's Compensation Act" for the purposes of that Act, and every inspector in the course of such duties and responsibilities shall be under the direction and control of the Board.

The Commissioner went on to say:—

I have included therein inspectors under the jurisdiction of the federal Government, having in mind those appointed under the "Canada Shipping Act". Longshoremen working on ships loading and unloading cargo, carpenters lining grain-ships, and such like are under our Act and are entitled to compensation when injured while engaged in such occupational duties aboard ship. The Board's inspectors are permitted aboard ships to inspect the hazard of such working conditions by courtesy. As the Board has a responsibility to these men, it seems to me they

should be in a position to exercise some control, and the proposed amendment is designed to that end.

Comparison with ILO

Before leaving the subject, the Commissioner referred to Recommendation 31 of the International Labour Organization which sets out the ILO standards with respect to accident prevention. A comparison between the ILO Recommendation and what the Board has done, set out in a table in the report, indicates that the Board has not only fulfilled but exceeded in many instances the ILO standards.

First Aid

In his discussion of the Board's First Aid Department, which consists of a first aid supervisor, an assistant, office staff and two first aid instructors in the field, the Commissioner compared the first aid requirements of the British Columbia Board with those of other jurisdictions and found that the Board had established higher standards than those in effect in any other province. It appeared also that its standards were as good as, if not better than, those of the neighbouring states of Washington and Oregon. This resulted from a change made in 1931 when the Board assisted in organizing the Industrial First Aid Attendants' Association of British Columbia. Under the new system, the Association undertook to give a more comprehensive training than that previously given by the St. John Ambulance Association.

Since 1935 the St. John Ambulance Association has taught similar courses in accordance with Board requirements. Instruction in first aid is given, therefore, by both organizations. A board of examiners consisting of three medical doctors and a layman approves the syllabus of instruction of each organization and examines candidates for certificates of efficiency in industrial first aid in any of its various grades. The Board of Examiners recently adopted a book on practical first aid written by a Board doctor and published in 1950. Candidates are also examined on the material contained in the booklet entitled *The Early Recognition and Treatment of Shock* issued by the National Research Council of Canada.

The Board's First Aid Regulations have been steadily improved. A general revision in 1949 was adopted after review for some months by representatives of industry, first aid men, doctors and safety directors. Factors governing the drafting of the regulations have been the hazard in the

particular industry, the number employed, the distance from the doctor, and the communications between the undertaking and the doctor or hospital. In specifying the type of first aid kit and equipment which an employer must maintain, the Board has laid down minimum requirements only, which may be added to as the circumstances demand, and has sought to ensure that the equipment embodies the latest and best devices and materials.

The Commissioner then dealt with the request that first aid attendants should be trained to administer plasma, oxygen and narcotics to men injured in the logging and lumbering industry to prevent the onset of shock. After analysing the reasons for the objections of the medical profession against their use and placing these objections against the possibility of saving lives, he came to the conclusion that the training of first aid attendants should include when, how, and how much plasma should be used; the use of narcotics, subject to control by regulation; and the administration of oxygen. He considered that employment of first aid attendants should be made mandatory by the Board in all hazardous industries employing 75 men or more when engaged in an operation 10 miles travelling distance from the nearest hospital or doctor.

The Commissioner pointed out that the use of oxygen does not present any problem. The administration of a pain-relieving drug such as morphine by a first aid attendant is forbidden by the Opium and Narcotic Drug Act, which makes it an offence to have possession of drugs except under licence. Commenting that, as a result, the first aid attendant is permitted to give a suffering man nothing stronger than an aspirin tablet, the Commissioner stated that it was time that something was done "to relieve this deplorable and entirely unnecessary human suffering".

It was his opinion that, under the powers conferred on the Governor in Council to make regulations, a practicable scheme could be worked out to permit the use of drugs by first aid attendants with whatever safeguards might be thought requisite as to the amount that might be kept on hand, the obligation to report its use, and the maximum dosage to be given.

With respect to possible danger from the use of plasma, it appeared to the Commissioner that no great harm could be done if the amount given were limited to a pint, if first aid men were given proper training in diagnosis of shock and in the technique of administration, and if its use was restricted to isolated areas where doctors are not readily available.

It was the Commissioner's view that first aid attendants should be afforded a higher status than they now enjoy in industry, and he remarked that

An injured logger would have a great deal of added faith and confidence in the assistance rendered him by a man with more camp prestige than that enjoyed by a man who sweeps the floors, makes the beds, and does other menial jobs. The psychological aspect of this matter cannot be altogether ignored.

The regulations require that a first aid man "shall devote himself exclusively to first aid work, or that work coupled with any other work of a nature which enables him to be in as clean and sanitary condition as is practicable and to remain within reasonable proximity of the first aid equipment or first aid room if one is required." First aid men with no other duties are employed only in the larger camps. The smaller camps generally have first aid time-keepers, first aid bed-makers, or first aid bull-cooks. The Commissioner felt that every encouragement and aid should be given first aid attendants to raise their status by more extensive training until they might perhaps acquire a semi-professional standing, and that the job of first aid attendant could well be combined with accident-prevention work in a plant.

Recommends Telephones

It was suggested that the Board should make it mandatory for crews working in the woods to be connected with the camp by telephone so that transportation could be rushed to bring an injured man to the first aid room. The Commissioner felt that serious consideration should be given to this suggestion. He pointed out that portable radio transmitters were not expensive and would perhaps be of value.

Regarding the suggestion that a helicopter service be established by the Board, he thought that the cost of any such service, if it were organized, should be borne by the state and that it should be made available to all residents of remote areas needing hospital attention. He noted that an air ambulance is operated by the Government of Saskatchewan.

Safety inspectors of the Board serve as first aid inspectors and inspect first aid kits and rooms. From 1943 to 1949, 6,513 written orders relating to first aid were issued by inspectors and from 15,000 to 20,000 were issued directly from the Board's office.

In addition to inspection, each employer is required to send to the Board an annual First Aid Service Report. This form is dealt with by the First Aid Department and if it is found that an employer is not complying with the First Aid Regulations, he is so advised and corrective action is asked. If an employer disregards the Board's warnings or fails to carry out the inspector's instructions, the Board, on the recommendation of the First Aid Supervisor, may raise the employer from the preferred rate to the ordinary rate of assessment. Although it is the policy of the Board to seek in every way to persuade an employer to comply with the regulations before raising the assessment rate, it does use this method and in 1950, 356 employers had their assessment increased.

Over the years and particularly since 1935 the Board through its circulars and posters has sought to inform employers of the special hazards or problems which would confront their first aid men and to make them aware of new techniques.

With the tremendous growth of the lumbering industry in the north country, the Board found it necessary to give correspondence courses in order to have qualified first aid attendants for the many small operations within this territory. Since 1947 instructors engaged jointly by the Board and the St. John Ambulance Association have conducted first aid classes in many centres. In July 1951, 106 candidates were being trained in the area around Prince George and 50 in the vicinity of Kamloops.

In June 1951, the number of valid Industrial First Aid certificates was as follows: AA, 221; A, 877; B, 681; C, 524; total, 2,303.

A scheme for the training of first aid men in the woods, undertaken through the co-operation of the Board, the B.C. Loggers'

Association and the executive of the International Woodworkers of America, was put into effect in January 1948, after a survey of similar training in Washington and Oregon. Instructors have conducted classes all over the province. About 7,000 men have received some training and some 3,500 have been granted St. John Ambulance certificates. The Commissioner commented that this training will probably become a permanent institution.

Industrial Hygiene

The report noted that British Columbia is the only province in which the Workmen's Compensation Board directly supervises industrial hygiene. In 1942 he had suggested that the Board organize "a Bureau of Industrial Hygiene as an integral part of accident and industrial disease prevention in the province", and in 1946 the Board set up its Industrial Hygiene Division. Its function is to make industry-wide investigations where thought necessary and bring in regulations as may be required, to investigate particular plants and see that unhealthy conditions are remedied, and to advise the Board doctors in claims for compensation by reason of exposure to toxic materials.

The Commissioner found that the Division was adequately staffed but that with the industrial growth of the province it would before very long need to be expanded. Noting that under Section 36 an annual grant of not more than \$50,000 may be made from the Consolidated Revenue Fund towards the expenses of administration of the Act, and that the only

After referring to the attention given by the Board to first aid in the logging industry and to its earlier efforts in the building of the Alaska Highway, in war work in the shipyards, and in inspections of the waterfront, the Commissioner stated that "I have reached the conclusion that the First Aid Department of the Board deserves praise for the manner in which it is carrying out its duties".

contribution made by the province to the Board was an initial grant of \$10,000, the Commissioner recommended that the section be amended to permit an annual grant to be made to the Division of Industrial Hygiene. His reason for so recommending was that future activities of the Division, when expanded, would include a consultative service of benefit to industry in many related fields of industrial hygiene, and, as such a service would be in the public interest, the state should bear some part of the cost. In Ontario, the Industrial Hygiene Division is financed by the state and not by industry.

The Commissioner suggested that, since a number of men suffer each year from various forms of contact dermatitis which might be prevented if they used reasonable precautions such as wearing protective clothing and washing the hands frequently, a more extensive educational program relating to the causes and prevention of industrial diseases should be undertaken by the Division.

Rehabilitation

The Rehabilitation Department was opened in 1942, with a staff of one doctor and 15 physiotherapists. Now staffed by five doctors and 40 therapists, it treats an average of nearly 500 patients a day. It is realized that the present accommodation must be enlarged and plans are under way for the construction of a new building.

Concerning the clinic, the Commissioner said: "I was impressed by the equipment at the Vancouver Clinic. With due allowance made for its comparatively small quarters, the Vancouver Clinic measures up very well when compared to the Ontario Rehabilitation Centre at Malton". In his opinion, the Board should give serious thought to the placement of beds in the new Rehabilitation Centre pointing out that the Ontario Centre is divided into two sections, a 120-bed hospital and a

clinic. It thus has the advantage of treating patients at an earlier stage than the Vancouver Clinic. The Commissioner went on:—

I am not unmindful of the present cost of supplying this need, but it seems to me reasonable to assume that as this province continues to grow in population and prosperity, the end result will in time justify this expansion. All I am suggesting at the moment is that at present we should anticipate future needs and the plans be so draughted with an eye to the future. I have no doubt the Board members feel the same way about it.

Referring briefly to the 1951 National Conference on the Rehabilitation of the Physically Handicapped, the Commissioner observed:—

I have no doubt the Board of this province is ready, able and willing to participate in an integrated program of

rehabilitation such as that envisaged by this National Conference. When the aspirations of the Council are translated into reality, the problem of adequate hospital and other facilities for rehabilitating injured workmen in this province should be resolved without too much difficulty.

At present the cost of physical rehabilitation of injured workmen is chargeable to the Board's Medical Aid Fund and thus is paid for by industry. Financial assistance from the state, either federal or provincial, to a National Rehabilitation program should result in an expansion of the Board's present rehabilitation activities without directly assessing industry therefor.

As regards vocational rehabilitation, the Board has been authorized since 1943 to spend up to \$75,000 annually "to aid in getting injured workmen back to work and to assist in lessening or removing any handicap resulting from their injuries".

The Commissioner noted that training facilities had been expanded in recent years. Of particular importance was the opening of the Vancouver Vocational Institute in 1949 at which classes are given in 25 trades. Other facilities used have been the St. John Ambulance Association, the Industrial First Aid Attendants' Association, commercial schools and training-on-the-job. From August 1943, to June 30, 1951, a total of 3,303 claimants was referred to the Department. Of these, 2,203 were successfully rehabilitated, 796 were not rehabilitated and 304 cases were still on file. The report notes that the average cost per man works out to about \$335.

Recognizing that rehabilitation should begin as soon after the injury as practicable, one of the Board's counsellors visits the larger hospitals in the Vancouver area weekly. After discharge from hospital the claimant is interviewed many times. The Commissioner considered that too much emphasis cannot be placed on this phase of rehabilitation work and in this connection he found that the previous experience of the Board's Rehabilitation Officer and four counsellors had served to equip them to understand the problems of the handicapped.

Since the workman's attitude toward rehabilitation is determined in the main by the person to whom he is referred for guidance and counselling, the Commissioner felt that

The Counsellor must become an expert in human relations, seeking to make those handicapped cognizant of the resources within themselves and within their community. . . . Quite frequently it has been found that it is impossible to plan for vocational goals for a handicapped workman until problems in the psychological and social areas have been solved, and unless this philosophy is recognized, it is

not always possible to establish that rapport with the man which is essential to his effective rehabilitation.

In considering the question of job placement of handicapped men by the Rehabilitation Department and other agencies working towards the same end, such as the National Employment Service, the Commissioner included in his report an excerpt from the book *New Hope for the Handicapped*, a study of rehabilitation from "bed to job". In this book the authors, Dr. Howard A. Rusk and Eugene J. Taylor, both leaders in the field, demonstrate that although industry as a whole has discriminated against disabled workers because of assumptions that they are less efficient and more accident-prone, the strongest supporters of the utilization of physically impaired workers have been the concerns that have hired large numbers of handicapped workers.

The book points out that

the factors of training, experience, personality, temperament and the other elements that go to make up the individual are the factors that account for the success of anyone on a job. In only two of these factors does the handicapped worker vary from the able-bodied. The first of these is his physical disability, which has no effect on his ability to perform a task if he is placed selectively on the right job. The second is that he has over-compensated skills that he has developed because of his disability.

The Commissioner decided that the work which the Board is trying to do through its Division of Vocational Rehabilitation should not be circumscribed by the restriction of its expenditure to \$75,000 annually and, as requested by various unions, he recommended that the amount to be spent should be left to the discretion of the Board. Industry did not disagree with this suggestion.

Other recommendations of the Commissioner concerning rehabilitation were that further counsellors should be engaged to visit and assist injured workmen in various parts of the province; that one counsellor should be an amputation case of the character of William Gray (who appeared as a witness and who demonstrated "what can be done by a disabled man with a will and courage") to aid other amputation cases to overcome their handicap; and that the services of counsellors should include advising orphans and children dependants of workers killed in industry with respect to becoming established in a suitable occupation. The Board should have authority, the Commissioner suggested, to provide financial assistance to such young people so that they might attend vocational training schools.

Trail Smelter

Submissions were made by the International Union of Mine, Mill and Smelter Workers, Local 480, with respect to specific hazards in connection with work at the Trail smelter and other operations of the Consolidated Mining and Smelting Company of Canada.

One of these was lead poisoning due to the large amounts of lead-bearing dust and fume produced in the smelting process. The union's contention was that the Board had not taken the necessary steps to see that hazardous conditions causing lead absorption were corrected. It urged, too, that lead stippling should be regarded as an industrial disease and that men who are transferred from lead areas to non-hazardous areas because they have showed symptoms of lead absorption should be compensated by the Board for the resulting wage-loss.

It was pointed out in the evidence that the accepted methods of dealing with the problem were to prevent, as far as practicable, the escape of dust and fume into the air, to provide protective equipment for the use of workmen, and to develop a system of medical control.

The Commissioner did not find that the Board had been remiss in its duties in relation to the lead hazard at Trail. It was generally conceded that a dust-hazard exists because the plant, much of it over 40 years old, does not lend itself to the introduction of modern ventilation and engineering equipment. It was expected, however, that much of the difficulty would be overcome with the construction of a new smelter, which should be completed in 1953. In the meantime, it was clear that the company has taken steps to reduce dust concentrations in places where the hazard is unduly high. It has, in addition, a system of regular medical examinations of employees and provides respirators of the most improved design, approved by the U.S. Bureau of Mines, for use by the men in dusty areas.

The Commissioner outlined the procedure followed by the company with

respect to tests for "stippling", which are used to find out the individuals who are absorbing lead in amounts likely to cause lead poisoning. He understood "stippling" to mean blood-cells with dots or flecks which, because of lead absorption, are stainable by basic dyes. Two weeks after an employee begins work in a lead-hazard area, he is called in for a test. Subsequent tests are given periodically, depending on the degree of hazard involved and the results of the tests.

As a result of repeated tests and check-ups, 180 men were transferred to non-hazardous areas between January 1949, and July 1950. Many, if not all, were then employed at lower wages because the average rate is higher in areas of higher hazard. The Commissioner did not consider that these men were entitled to compensation. They voluntarily undertook to work in the lead area because the wages are higher and promotion is faster. It is to their physical benefit that they should be moved if they are susceptible to lead in order to prevent the absorption from being serious in effect. In his opinion, they are suffering from neither accidental injury nor occupational disease but are simply constitutionally unfitted for the work in that particular part of the plant.

Men who absorb sufficient lead to bring about symptoms of lead poisoning receive compensation. Only two lead claims involving more than time-loss have been filed with the Board since 1942.

The only matter on which the Board might act, according to the Commissioner, was the neglect of the workmen to wear respirators. It was shown that a company order was practically ignored. Only about 10 per cent of the workmen exposed to hazard wear respirators and the remainder leave them hanging around their necks. The Commissioner felt that this should be the subject of consultations between the Board and the company, with a view to remedying the situation as far as practicable.

Appointment of Advocates

The International Woodworkers of America (B.C. District Council No. 1) requested that "provision be made in the Act for the appointment of advocates, instructed to assist claimants in the presentation of their claims for compensation, and that such officials be given access to the files of the board".

Much of this sort of work is now done by union officials and with favourable results in many cases. The union's request and the Commissioner's resulting recommendation were based on the successful experience of pensions advocates in the Department of Veterans Affairs.

The Commissioner recommended that the Act should be amended to permit the appointment of an advocate in Vancouver and a deputy advocate in Victoria. They should be members of the Bar and should be appointed by the Lieutenant-Governor in Council on the recommendation of the Attorney General. In general, their duties would be to assist claimants in (a) establishing a claim; (b) reopening a claim or rejected claim for review on new facts;

(c) preparing and presenting an appeal to the Medical Appeal Board. The Board's files should be at the disposal of an advocate. He should be paid by the Attorney General's Department on such monthly salary basis as may be deemed reasonable. The Commissioner stressed the necessity of the advocate being completely independent of the Board and having nothing more than a professional and objective interest in the claimant.

Workmen's Compensation Board

The Commissioner's comments regarding the Workmen's Compensation Board were as follows:—

During the inquiry it became necessary for me to examine in detail almost every phase of the Board's administration because of the nature of the complaints. I was compelled, by the terms of the Commission, to consider. . . . From the massive body of evidence adduced, it is my considered opinion that the Chairman and Members of the Board are conducting its affairs in a highly commendable manner.

The administrative machinery is well organized and functions efficiently in the vast majority of cases. An organization that handles approximately 70,000 claims a year is bound to run into difficult and problem cases concerning which its judgment might be called into question by those who are affected thereby. It is those types of cases which were brought before me.

Regarding its public relations, the Commissioner's impression was "that the general attitude of workmen and labour unions is more friendly and cordial to the Board than in 1942. There are, of course, some focal points of bitterness existing, but the general 'tone'—if I may so express it—indicates a decided change for the better".

Both industry and labour representatives considered that the salaries of the Chairman, board members and executive officials were not commensurate with their responsibilities. The Commissioner agreed and recommended that substantial increases be provided.

Seventeen amendments to the Act of a general nature were requested by the Board. In the Commissioner's view, they were sound in principle and he recommended their adoption by the Legislature.

German Co-determination Law Analysed

Analysis of recently-enacted Shop Constitution Law of West German Federal Republic, which reintroduces provisions for protection of labour abolished by the National Socialist regime, is reviewed here

Industrial workers in the West German Federal Republic have been given limited rights of "co-determination"—participation in management decisions—by the recently-enacted Shop Constitution Law (*Betriebsverfassungsgesetz*).

In the main, the act reintroduces and strengthens provisions for the protection of labour which had been in effect at the time of the Weimer Republic and were abolished during the National Socialist regime.

According to an analysis of the act, published by the German American Trade Promotion Office, New York City, the new

Shop Constitution Law attempts to avoid "the process of bureaucratization and degeneration which marked the prior experiment". Its aim is to strike a balance between the claims of labour on the one hand and of employers on the other. Consequently, the rights and obligations of both are clearly defined. The right of management to establish its own policy is preserved and the actual participation of labour in management decisions is restricted to specific instances.

Under the new act, a "workers' council" must be set up in any enterprise having

more than five employees. To ensure that these councils are run on democratic lines, certain conditions are laid down governing their operation. The functions of the councils are threefold, involving joint action with management in solving what are described as (1) the "social task"; (2) the "personnel task" and (3) the "economic task" of the company.

Social Task

Grouped under the social task are all questions relating to the internal affairs of the shop, such as maintenance of order, health and safety, factory rules, welfare and vacation plans.

The new act departs from the 1920 statute in limiting the right of co-determination of the council to the internal affairs of the shop and expressly withdrawing all problems regulated by statute or collective bargaining. Jurisdiction does not extend to wage determination or other matters usually covered by union contracts; determination of wages rests exclusively with the unions.

Where management and the workers' council fail to agree on matters within the scope of the social task, management is free to put into effect its own solution. The workers' council then has recourse to a board of arbitration. If, after mediation, the board fails to reach an amicable solution, it is empowered to impose a final decision.

Personnel Task

Under German law employment contracts are not terminable at will. Depending upon various circumstances, the law of master and servant requires advance notice of termination ranging from two weeks to six months. Dismissal without notice is permitted only for "just cause". Even if the job or the enterprise as a whole should be discontinued, employers are not relieved from the obligation to pay wages for the requisite period. As the protection provided by law is considered ample, workers' councils do not have the right of co-determination in problems of dismissal. Their sole prerogative in this field is the right to be informed of measures taken by management.

As with dismissals, jurisdiction in hiring and in re-defining employment duties remains with management, "which bears the business risk". In all cases, management's decisions are effective without the consent of the workers' council. The council received only a limited right to judicial review of specific measures on clearly defined statutory grounds.

Economic Task

The right of labour to participate in business decisions was warmly contested during the debate on the new legislation in the German Parliament and a compromise, largely inspired by the precedent set by British production committees, was finally adopted.

Basically, the new statute tends to improve labour-management relations and to give added incentive to workers through participation in planning and development, while preserving fully management's final say in all matters of business policy.

To protect management's legitimate prerogatives, in the case of enterprises with 100 or more employees the right of co-determination is invested in a special "economic committee", half of whose members are appointed by the workers' council and half by management.

The economic committee is entitled to be kept regularly informed concerning production and labour methods, the economic condition of the enterprise, turnover, and all events and transactions affecting the employees' interests.

The workers' council itself, however, exercises the right of co-determination, through procedure before a board of arbitration, in the following situations: mass lay-offs, transfer or merger of the business, fundamental change in the nature of the business and introduction of basically new methods not necessitated by market conditions or industrial progress.

Labour Representation on Board of Directors

Equal representation with ownership on the board of directors was pressed by labour but was not embodied in the statute. Only minority rights in certain large enterprises were granted. Organizations which are not of a corporate or quasi-corporate nature are not required to grant labour any representation in management. Even stock corporations are exempt if all of the stock is owned by one individual or one family.

Eligibility to serve as a labour representative is determined by the statute, which attempts a compromise between union demands and objections raised by management. Where labour is entitled to representation by one or two members only—in the case of a board which has not more than six members—the designees must come from the shop. Where the number of directors exceeds this minimum, labour may be represented by outsiders. Thus management can exclude representation by union officials by limiting the number to

six. Concerns incorporated outside of Germany are altogether exempt from the requirements of labour representation on the board.

"On the whole," the analysis concludes, "the statute presents a healthy compromise, tending to foster and promote peaceful and constructive co-operation within the enterprise rather than to stress the opposing interests of labour and management. It is believed that the act affords a sound basis for co-operation between labour unions and workers' councils on the one hand and management on the other, and that the new pattern will operate smoothly and to the advantage of all concerned."

Profit-Sharing, Joint Management Strike Issues at Belgian Plant

The worker's right to share in the profits is the main issue in a strike in progress since December 1 in a machine shop at Bruges, Belgium. Some 1,800 workers are involved.*

The question at issue appears to be as follows: has the worker a right, in addition to his wages, to a share in the fruits of the concern?

The President of the Federation of Christian Trade Unions, commissioned to define the Federation's position with regard to the worker's right to a share in the profits, stated:—

"The main purpose of a trade union is still to defend the interests of the workers; but the labour movement has gradually enlarged this idea by claiming as its due the right to have a say in social and economic matters.

"In our opinion, a company is a community of persons with different jobs but all working towards the realization of a single objective: the product. In the process of production itself we can see no difference between the manager and the employee or worker. They go to make up a community whose purpose is to create the product. We want to see this

Labour Review, Belgian Department of Labour, January 1953, p. 66.

community recognized, and that is why we wish to create the conditions necessary for the application of joint management. We want a definition of ownership rights and a suitable profit-sharing formula.

"We want to see the management of the concern enlarged by the taking into consideration of factors other than those heretofore recognized. In every company there is a community of fortune among all the elements which play a part in it. Prices, sales possibilities, etc., are of just as much interest to the workers as they are to the manager or director.

"But the solidarity existing in the concern is still too little felt by the worker, precisely because he is not recognized as being a partner and associate.

"As a matter of fact, there is no equality of treatment between employer and worker. Working conditions still correspond much too little to the title of partner and associate and too much to that of hiring. The worker should be able to feel that he is a partner in the concern. Then only can this community of labour blossom forth for the greater good of the establishment.

"It is a good and necessary thing to appeal to the market of capital and to reward it accordingly; but the remuneration should be proportionate, and not disproportionate as is too often the case at present.

"Workers should not be considered as wage-earners but as associates. This is what we mean when we say that the workers are entitled to the respect which is due them.

"Some people want to know whether, if the worker claims his share in the profits, he will also sustain his share of the losses.

"Our answer is this: the worker has always shared in the losses. The risk incurred by all the elements in a concern has always been estimated as being greater than the possible risk of financial deficit required. When unemployment occurs, the worker loses his whole means of existence.

"We have also been asked by what right the workers demand a share in the profits. Our sole right is that of labour, which, for us, represents a right to joint ownership. Legally speaking, the workers have no right; they have only their arguments, their strength and the strike."

Strikes in Israel and the number of work days lost were fewer in 1952 than in the previous year. In 1952 there were 51 strikes involving 12,285 workers and causing a time loss of 49,619 work days; in 1951, 63 strikes, 8,026 workers and 94,537 work days.

Labour Union Movement in Japan

Account of union growth and activities since end of the war given in recent government pamphlet, "Review of Labour Conditions in Japan"

Since the outbreak of the Korean war the labour union movement in Japan, states a government report, has been compelled to assume a more or less passive attitude "on account of the introduction of a series of anti-communist security measures, such as the 'red purge', involving all main branches of the nation's industry, the dissolution of the Liaison Council of All Trade Unions of Japan, etc., and the consequent organizational readjustment of the unions themselves.

"But," it says, referring to the year ending June 1951, "it resurged with a renewed vigour since the beginning of the year."

The report, *Review of Labour Conditions in Japan*, dated December 1952, has only recently been released by the Public Information and Cultural Affairs Bureau, Ministry of Foreign Affairs, Tokyo, through the office of the Japanese Embassy at Ottawa.

Reversing the trend of the postwar period, labour, says the report, launched during the year an industry-wide offensive, which reached its climax in the spring and summer. Following the Grand Rally of the General Council of Trade Unions of Japan in March, the principal labour unions held their spring meetings as usual. After heated debate, they all, with few exceptions, adopted what has been named the "three principles of peace"—non-separate peace; neutrality; and non-establishment of military bases.

Linked with this so-called "peace struggle" were demands for higher wages and a campaign opposing proposed anti-labour

legislation. The campaign, says the report, was "staged under the leadership of the General Council of Trade Unions of Japan with such force as had never been seen in recent years".

A total of 924,000 workers was involved in disputes—160,000 more than in the preceding year, although work stoppages were fewer. Total man-days lost climbed steeply from the previous year's figure of 520,000 to 6,003,000.

No less significant, the report continues, was the struggle in December, the first undertaken in the postwar period by the democratic unions since securing leadership from the leftist unions, said to be comparable only to the "October struggle" of 1946.

No sooner, the report says, did the democratic unions show signs of progress than internal differences arose and the struggle between the right and left wings concerning the peace policy came into the open. The situation was further aggravated by the disruption of the Social Democratic party in October. Eventually there emerged within the General Council of Trade Unions a number of different groups—the Democratic Labour Movement Study Group, the Comradeship Group, the Orthodox Group and others.

The report concludes with a reference to unresolved problems of organization and "integration".

"Along with the question of strengthening the internal organization of the Japan General Council of Trade Unions," it states, "they will constitute an important issue to be solved in the future."

TRADE UNION MEMBERSHIP IN JAPAN

As of	Number of Unions	Union Members	Increase or Decrease from Previous Year	Estimated Rate of Union-ization
June 1947.....	23,323	5,692,179	2,012,208	% 46.8
June 1948.....	33,926	6,677,427	985,248	54.3
June 1949.....	34,688	6,655,483	— 21,944	55.7
June 1950.....	29,144	5,773,908	—881,575	45.9
June 1951.....	27,644	5,686,774	— 87,134	42.6

Annual Report of Saskatchewan

Department of Labour for 1951

The eighth annual report of the Saskatchewan Department of Labour, covering the calendar year 1951, describes the increased activity of all branches of the Department.

Labour Relations

Applications to the Labour Relations Board, appointments of conciliation boards and informal conciliation cases were all more numerous than in 1950. Whereas during the early years of operation of the Trade Union Act conciliation services were confined to urban centres, they may now be requested in some 20 localities.

This development was in line with the increase in trade union activity throughout the province. Union membership increased by 10 per cent between January 1950, and June 30, 1951, chiefly because of the expansion of existing local unions.

During 1951, the Labour Relations Board held 11 meetings lasting a total of 14 days, at which 105 applications were considered. Out of 79 applications for certification, the Board granted 66, affecting 1,313 employees, and dismissed four. Four were withdrawn and five were pending at the end of the year. Ten representation votes were held, in two of which there was a choice between two unions.

Of the other applications, two were for orders requiring employers to refrain from unfair labour practices or from violations of the Act. One was dismissed and the other was pending at the end of the year. Another application still pending was for the reinstatement of an employee allegedly discharged contrary to the Act and for payment of the resulting monetary loss. There were 16 applications for amendment of orders of the Board, 14 of which were granted, and five applications to rescind orders, all of which were granted. No applications were received during the year for consent to prosecute or for orders compelling an employer to refrain from bargaining with a company-dominated union.

Section 18 of The Trade Union Act provides that a union representing the majority of a unit of employees may agree with an employer to refer a dispute to the Board for a final decision which is binding upon the parties. In 1951 the Board was asked to interpret the seniority clauses in the agreement between the Corporation of

the City of Regina and Local 181 of the City Firefighters' Union in a dispute where the union contended that the Corporation had made an appointment in violation of the agreement. The Board's ruling was that the union's interpretation of the clauses was correct. One other dispute submitted to the Board for settlement was later withdrawn.

The Labour Relations Branch supplies informal conciliation where requested by labour or management. During 1951 this service was provided in 60 cases involving 122 employers and 2,997 employees, representing an increase of 13 cases over 1950. Wages and general working conditions continued to constitute the main source of disagreement but disputes over the interpretation of an agreement were more numerous than before. The Branch was successful in securing settlement in 41 cases; seven were pending at the end of the year.

Eight applications for conciliation boards were granted, five after informal conciliation had been unsuccessful and three without prior informal conciliation. Two of the applications were withdrawn when further negotiations brought about settlements. Three boards submitted reports acceptable to the disputing parties, while the other three had not reported at the end of 1951.

Five strikes took place, involving 216 employees and causing a loss of 2,885 man-working days. Most of the lost time was due to a strike of woodworkers in two Regina plants. Wages were the main issue in four of the strikes, while the fifth resulted from a grievance under an agreement.

The legal case arising out of the Board's order directing reinstatement of three employees of the Providence Hospital at Moose Jaw was concluded in 1951, when the Saskatchewan Court of Appeal upheld an earlier judgment quashing the Board's order on the grounds that the union in question had no right to set legal proceedings in motion and that the Board had not followed acceptable legal procedures. (L.G., 1951, p. 981.)

Wages and Hours

The Wages and Hours Branch administers the Minimum Wage Act, Hours of Work Act, Annual Holidays Act, Wages

Recovery Act, Factories Act (in part), Industrial Standards Act, One Day's Rest in Seven Act, Weekly Half-holiday Act, Workmen's Wage Act, and the Female Employment Act.

At the 1951 session of the Legislature, the old Masters and Servants Act was repealed and replaced by the Wages Recovery Act, which contains a similar procedure for the recovery of wages due but omits objectionable features of the old Act by which an employee could have his wages forfeited or be fined and imprisoned for trivial offences.

As a result of the repeal of the Masters and Servants Act, it was necessary to amend the Minimum Wage Act to permit an employer to discharge an employee for just cause without giving one week's written notice. In case of a lay-off, one week's notice must be given.*

Another amendment was designed to give the Minimum Wage Board more precise powers in respect to computing and fixing pay for statutory holidays, whether worked or not.

The Minimum Wage Board held seven private meetings and two public meetings during 1951. New minimum wage orders increased the weekly wage from \$21 to \$24 in the cities and larger towns, and from \$18.50 to \$21.50 in smaller centres.

Under the Factories Act women and boys under 18 years of age are not permitted to work more than 48 hours in a week or between 6.30 p.m. and 7.00 a.m. without special authorization from the Department. During 1951, 22 permits were issued covering 81 employees, exempting them for a limited time from these provisions.

Seven permits were issued under the Hours of Work Act authorizing employees to work up to nine hours per day in order to have a five-day, 44-hour week. Five authorizations were issued to permit the extension of hours beyond eight per day, without payment of overtime, to facilitate the arrangement of shifts. Eighteen special orders were in effect under the Hours of Work Act, exempting whole industries or groups of employees from the provisions of the Act limiting working hours to eight per day and 44 per week unless time and one-half is paid.

Under the Minimum Wage Act, 47 permits were granted to allow business establishments to exceed their quota of part-time help. The quota of part-time workers set by minimum wage orders is 25 per cent of the full-time workers in an establishment but the Board may exempt an employer from this requirement. Two permits were granted authorizing the

employment of a person under 16 years of age in a place of amusement. The Act also provides for the issuing of licences to physically handicapped persons, apprentices and learners, permitting their employment under special conditions. During 1951, 10 licences were issued to law students, 18 to pharmacy students, 30 to student accountants, two to student optometrists and 27 to physically handicapped persons.

The Branch made 4,287 inspections of the premises and records of industrial establishments. This was a slightly smaller number than in 1950 but the number of special investigations increased from 143 to 229.

Two conferences of employers and employees in the baking industry were held at which new industrial standards schedules were drafted. Six schedules were amended, three in beauty culture, one in the electrical industry, one in carpentry, and one in the baking industry.

Apprenticeship and Tradesmen's Qualification

The Apprenticeship and Tradesmen's Qualification Branch is responsible for supervising on-the-job and school training and the general welfare of apprentices. It plans courses and examinations, examines apprentices and tradesmen and issues certificates.

The 1950 Apprenticeship and Tradesmen's Qualification Act and regulations under it came into effect on February 1, 1951. The new regulations, applying to eight cities and the towns of Estevan and Melville, require certificates of status to be held by workers in the designated trades of motor vehicle repair, barbering and beauty culture, plumbing and carpentry. In the other designated trades in which apprenticeship training is given, certificates are issued on a voluntary basis. These trades are sheet metal work, bricklaying, painting, electricity, oxyacetylene welding, auto body repair, plastering and electric arc welding. In 1951, 4,092 certificates were issued to tradesmen, of which 3,700 were in the five trades where a certificate is compulsory.

There was a great increase in the number of examinations held. A total of 102 examinations was given to 1,538 candidates, while in 1950 there were only 37 examinations and 605 candidates and in 1949, 34 examinations and 404 candidates.

One prosecution was initiated to enforce the new provisions requiring the holding of a certificate. The defendant, a tradesman in the motor vehicle repair trade, was

found guilty of working without being the holder of a certificate and of failing to secure a certificate when told to do so.

The Provincial Apprenticeship Board constituted under the new Act held one meeting in 1951 at which it reviewed the progress of the Branch and made general recommendations as to future activities. A new member was added to the Board to represent the technical schools. Of the six other members, two represent employers, two organized labour, one the Department of Education and one the Department of Labour.

During 1951, 216 apprentices were indentured under the Act, 27 more than in 1950. A total of 223 contracts were cancelled and 65 were completed. At the end of the year there were 502 apprentices under contract, 72 fewer than at the end of 1950.

A larger number of apprentices took school training than in any previous year. Courses were offered in carpentry, motor vehicle repair, sheet metal work, plumbing, bricklaying, painting and electricity at Saskatoon; in carpentry, welding and auto body repair at Moose Jaw; and in carpentry, motor vehicle repair and electricity at Regina.

The number of inspections rose markedly from 1950, when there were 2,637 to a total of 5,267 in 1951. Of this number 597 were in connection with apprentices, 1,882 concerned employer registration and 2,788 concerned tradesmen.

Inspection of Boilers, Factories and Elevators

Inspection to ensure the safe construction and operation of boilers and pressure vessels and the safety of factory workers has been recognized as a government responsibility since the early years of the province. In addition to inspecting boilers and pressure vessels, approving pressure vessel designs, examining and licensing stationary engineers and firemen and inspecting factories and grain elevators, the staff of the Boilers, Factories and Elevators Branch also administers safety regulations covering passenger and freight elevators, automobile service station and repair shops, refrigeration plants, the use of liquefied petroleum gas, and pressure welding.

During 1951, 5,638 boilers and pressure vessels (approximately 500 more than in 1950) and 72 refrigeration plants were inspected. Forty-seven boilers and pressure vessels were condemned. A total of 541 examinations for engineers' and firemen's certificates was held. New permanent certificates issued numbered 112, while 1,426 temporary certificates and 1,326 annual registration certificates were granted.

While the number of welders' qualification tests given decreased from 1950, the number of retests and authorizations were both higher. A total of 159 tests and retests was given and 80 authorizations were issued.

The report states that Saskatchewan is the only province which has special safety regulations governing the use of liquefied petroleum gas. Manufacturers of equipment and distributors and their agents have, on the whole, accepted the regulations and violations are usually due to ignorance of the law. During 1951, 803 licences were issued to distributors and 1,350 liquefied petroleum gas installations were inspected.

The number of inspections of grain elevators, 1,810, was almost double the number for 1950. Factory inspections continued to decline, primarily because of shortage of staff. Only 125 factories, including garages, were inspected.

Considerable work was done to ensure the safe operation of passenger and freight elevators. Many new elevators were installed and a large number of old and unsafe elevators were rebuilt to bring them up to the requirements of the regulations and the C.S.A. Elevator Safety Code. A total of 1,166 inspections of elevators was made and 587 elevator licences were issued. Licences issued to elevator operators numbered 273.

Inspection of Electrical Installations

The Electrical Inspection and Licensing Branch inspects all electrical equipment at the time it is installed to see that it complies with the regulations, which embody the standards of the Canadian Electrical Code. During 1951, the number of inspections totalled 55,394—783 fewer than in 1950. A total of 1,190 licences was issued.

There were seven prosecutions under the Electrical Inspection and Licensing Act, two fewer than in the previous year. In most cases the offence was doing electrical wiring without a licence.

Fire Commission and Theatres Branch

The Fire Commission became a Branch of the Department of Labour in 1951, incorporating the former Theatres Branch. The duties of the Branch include fire prevention, the training of volunteer firemen, the investigation of fires, the collection and dissemination of information about fires in the province, and the censorship of motion pictures.

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International Labour Organization

Fourth Session of Textiles Committee

Problems of women's employment in textile industry, guaranteed wages and effects of international trade competition discussed at meeting

Problems of women's employment in the textile industry, guaranteed wages and the effects of international trade competition were discussed at the fourth session of the ILO Textiles Committee* in Geneva, February 2 to 13, 1953.

Twenty-two of the 25 member countries of the Committee sent tripartite delegations to the meeting. These were: Argentina, Austria, Belgium, Brazil, Canada, Chile, Denmark, Egypt, Federal Republic of Germany, Finland, France, India, Italy, Japan, Mexico, Netherlands, Norway, Peru, Sweden, Switzerland, United Kingdom and the United States. China was represented by a government delegate only.

These 23 countries sent 129 delegates and 26 observers to the meeting, a total of 155 persons. Other organizations represented were: United Nations, International Organization of Employers, World Federation of Trade Unions, International Federation of Christian Trade Unions of Textile Workers, and International Federation of Textile Workers' Associations.

The session was presided over by Henry Hauck of France, a member of the ILO Governing Body.

Canadian Delegation

The Canadian delegation was composed of:—

Government Delegates: S. H. McLaren, Executive Director, Unemployment Insurance Commission, Ottawa; and Ruth A. Hamilton, Adviser on Women's Employment, Unemployment Insurance Commission, Ottawa.

Employers' Delegates: H. F. Irwin, Director of Industrial Relations, Primary Textiles Institute, Toronto; and Roger Regimbal, Personnel Manager, Ayer's Limited, Lachute, Que.

Workers' Delegates: Frank Querat, Business Agent, Local 806, Textile Workers' Union of America, Cornwall, Ont.; and Honoré d'Amour, Vice-President, *Fédération Nationale des Textiles*, Drummondville, Que.

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Plenary Sessions

The Committee held eight plenary sittings. Mr. Irwin, Canadian employers' delegate, was one of the two vice-chairmen.

The general report prepared by the ILO was presented in two parts. The first dealt with action taken in the various countries in the light of the conclusions of the previous sessions and steps taken by the ILO to follow up the studies and enquiries proposed by the Committee. The other dealt with recent events and developments in the textile industry.

A working party was set up to examine the first part of the report. After five sittings it submitted a report containing a proposed classification of resolutions previously adopted and suggesting subjects of current interest for the next sessions of the Textiles Committee. These included full employment, wages and safety.

The working party's report suggested that member governments communicate the conclusions of previous textiles committee meetings to employer and worker organizations in their respective countries and that these organizations bring the conclusions to the knowledge of their branches or members through their periodicals and other channels. The working party also suggested that the attention of governments be drawn to the need for informing the ILO of action taken on previous resolutions. This information, said the report, should be prepared in consultation and if possible in agreement with the employer and worker organizations concerned.

The working party's report was adopted unanimously at the plenary sitting.

The second part of the general report, dealing with recent trends in the textile industry, was discussed in plenary session. Delegates from many countries outlined the difficulties in the industry and what remedial action had been taken, as well as developments of interest.

The workers' group submitted a resolution concerning international trade and social standards in the textile industry. It urged the ILO to take all possible steps, in consultation with the international organizations concerned, to prevent com-

petitive international trade in textile goods from nullifying in part the benefits of international trade by leading to a worsening of conditions of employment and a lowering of standards of living or an abandonment of basic social principles. It invited the ILO to urge all governments to take appropriate action to prevent this condition.

The resolution was adopted by a vote of 67 to nil, with 37 abstentions. The Canadian government delegate abstained, because of the complex character of the question.

The Textiles Committee appointed a steering committee, on which Mr. d'Amour, Canadian workers' delegate, was represented; a subcommittee on problems of women's employment; and a subcommittee on guaranteed wages in the textile industry, of which both Mr. Irwin, Canadian employers' delegate, and Mr. Querat, Canadian workers' delegate, were appointed vice-chairmen.

Subcommittees

A report by the subcommittee on problems of women's employment in the textile industry pointed out that a high proportion of employees are women, many of them married with family responsibilities. Maternity protection measures and welfare and social services were needed to meet women's needs and interests, the report declared.

Workers' delegates urged that women should have equal rights with men to employment and promotion. They considered that the principle of equal pay for equal work should be applied.

Some government and employers' delegates stated that the principle of equal pay for equal work is a matter for collective bargaining without interference of public authorities. While agreeing with the principle of equal pay, the employers' delegates considered that on account of widely differing conditions in various countries, free negotiation should be evolved.

An agreed text of the report was prepared by a working party including Miss Hamilton, Canadian government delegate. The report was adopted at the plenary sitting by 99 votes to nil, with no abstentions.

A memorandum was submitted by the subcommittee recommending suitable agencies for placement of women, the establishment of welfare services, the abolition of night work for women workers, and vocational training and opportunities for promotion of women in the textile industry. It also recommended the adoption of the principle of equal pay for equal

work, with job classification and description of duties formulated in accordance with collective agreements or other procedures in the country concerned.

After being amended several times, the memorandum was adopted by a vote of 82 to 20, with two abstentions. The Canadian government delegate voted for the memorandum.

Guaranteed Wages

The subcommittee on guaranteed wages had as a basis for its discussion a report prepared by the ILO on the subject. The subcommittee considered various problems connected with the guaranteed wage and the question of its definition.

It was pointed out that a scheme of guaranteed wages would have the effect of imposing additional charges on employers at a time when they might not be in a position to face such unproductive charges. Some employers' delegates felt that unemployment insurance was a measure suitable to cushion unemployment. Workers' delegates on the other hand felt that the guaranteed wage should carry workers over the short periods of unemployment as it was not sufficient to refer to the possibilities of the use of unemployment insurance.

A working party produced a memorandum, adopted by the subcommittee, which considered the definition adopted by the Iron and Steel Committee in 1949 to be the closest approximation to a common understanding. This definition reads in part: "A guaranteed wage scheme may be defined as an arrangement whereby an employer, having undertaken to provide employment at the ordinary rates of pay for a specified number of hours, days or weeks, pays a specified amount of wages if, the worker being available, neither his customary work nor reasonable alternative work is available."

The memorandum pointed out that even this definition contains elements of obscurity. For example, in certain countries "wages" are defined differently, extent and scope of benefits paid to partially or wholly unemployed workers vary and no standard practice regarding advance notice of termination of employment prevails.

It was considered that further study should be given to the question in various countries as soon as possible. The memorandum stated that the most suitable method of considering guaranteed wage schemes in the textile industry would appear to be by collective bargaining. Where this is not appropriate, existing voluntary or customary methods might be employed.

The subcommittee's report was accepted by unanimous vote at the plenary sitting.

Other Resolutions

The Textiles Committee adopted a resolution inviting the Governing Body of the ILO to recognize Spanish as one of the Committee's official languages. This resolution was passed by 57 votes to nil, with 35 abstentions. The Canadian government delegate abstained.

Concerning the agenda of the next meeting of the Committee, a resolution was passed asking the Governing Body to give consideration to the inclusion of the following items: labour-management relations; problems of productivity; annual and public holidays with pay; reduction of hours of work (subject to reservations by the employers' group); and problems of apprenticeship. This resolution was adopted by 93 votes to four, with two abstentions.

121st Session of ILO Governing Body

The report of the Meeting of Experts on Productivity last December (L.G., Jan., p. 50) will be circulated to governments, employers' and workers' organizations and various inter-governmental groups, it was agreed at the 121st session of the ILO Governing Body in Geneva, February 20 to March 7.

The experts had recommended that the report be widely publicized but had agreed that it should remain confidential until the Governing Body had examined it.

At the Governing Body's session, S. H. McLaren, Executive Director, Unemployment Insurance Commission, substituted for Dr. Arthur MacNamara, Canadian Government Member of the Governing Body. He was assisted by Paul Goulet, Director, ILO Branch, Department of Labour, and by Bruce Williams and Kenneth McIlwraith of the Canadian Permanent Delegation to the United Nations at Geneva.

The Governing Body also decided to communicate to governments and to interested bodies the report of the Meeting of Experts on the Suppression and Prevention of Dust in Mining, Tunnelling and Quarrying.

Fernando Garcia Oldini, Chilean Minister to Switzerland, was elected Chairman of the Governing Body to complete the term of Fernando Cisternas, who had returned to Chile. Mr. Oldini will serve as Chairman until June 1953.

The Committee on Freedom of Association reported on 26 cases, of which 17 were dismissed, conclusions were reached on four and five were adjourned. The debate on this report revealed general agreement among the government, employer and worker members that the Committee should be asked to review the whole pro-

cedure governing the handling of complaints and report its recommendations to the Governing Body.

The Financial and Administrative Committee brought forward the 1954 budget, providing a net expenditure of \$6,311,368, which is \$87,802 more than the 1953 budget. The Governing Body adopted this budget, which will now go before the annual conference of the ILO in June for final approval.

The Governing Body decided to postpone until a later session consideration of the report of the Allocations Committee and the report of a special subcommittee set up last year to conduct a general review of the Industrial Committees.

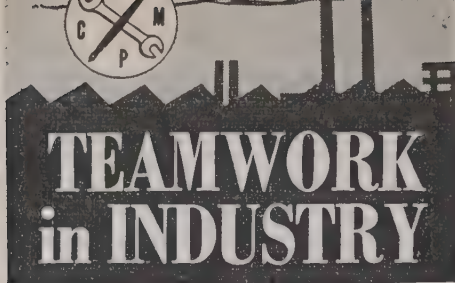
The Governing Body expressed its satisfaction with the progress of the ILO's Technical Assistance Program. The Technical Assistance Committee pointed out that the program had developed significantly in 1952.

The appointment of two Canadians to ILO Committees was approved: Donald M. MacKay, Director, Indian Affairs Branch, Department of Citizenship and Immigration, to the Committee of Experts on Indigenous Labour; and R. A. Stewart, of the Canadian Federation of Agriculture, to the Permanent Agricultural Committee. In each case the appointment is for a period of three years.

The Joint Maritime Commission of the ILO was enlarged by the addition of three shipowner and three seafarer members. This is a bipartite Commission, consisting of equal numbers of shipowners and seafarers, and its membership will now total thirty.

The Governing Body at this session also discussed reports of the Technical Meeting on the Protection of Young Workers in

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TEAMWORK in INDUSTRY

One of the principal objectives of the newly-formed LMPC at Uplands Dairy Ltd., Toronto, will be to maintain closer staff-management relationships. The staff has been growing and management looks to the LMPC as a desirable form of contact with all employees. A letter to each employee explains the situation as follows: "We are not a large company where special personnel is delegated to look after employee relations. Being the size we are . . . puts us in a position where it is very important that we should maintain and improve the pleasant and efficient relations which we enjoyed when we had possibly a third of our present number."

The principles under which the LMPC will operate are:—

1. "To stimulate, develop and implement everyone's participation—for the good of our service and all those identified with it, as well as to increase the satisfaction of the public we serve.

2. "To work in an advisory capacity as a fact-finding, evaluating and planning agency, the LMCC (LMPC) will serve as a channel through which the thoughts of management and employees are brought closer to each other. By doing this we will endeavour to use the abilities and resources of all concerned with a common problem."

The letter was signed jointly by representatives of the Company and the participating union, Local 647 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC).

* * *

The LMPC at the Alliance Paper Mills in Merriton, Ont., has introduced a plan to improve working habits and reduce accidents in the mill. Each foreman and safety guide is to make notes on all bad safety practices they find. Each man will make at least one monthly report to the personnel department. The reports describe only the bad practices found and not the names of those involved. The committee will discuss these reports and take action to improve work habits in the mill.

One department in the plant has also started an informal discussion system for the superintendent and the employees. Every two weeks a small group meets with the superintendent to discuss production problems and customers' orders. The meetings have helped to bring out any mistakes made during the manufacturing process.

* * *

Writing in *Yarrows Review*, employee magazine at Yarrows Shipyard in Esquimalt, B.C., Frank Sellors, labour representative on the LMPC, said:—

"In the first place LMPC's are not a drastically new idea, but have been in operation on this continent for some years. We have all read reports of their great success in some quarters; in fact one was in operation in Yarrows Limited during the later war years.

"I have always been firmly convinced that such committees can be a wonderful factor for the common good, if, firstly, we will all approach our problem with an open mind—ready to trust and be trusted. Secondly, promise yourself you will wholeheartedly get behind your committee with all possible assistance.

"Without that assistance this committee cannot function. You must remember that each employee committeeman represents your viewpoints, your ideas, and whilst I am speaking for the shipwrights and joiners today, any member of that craft may be voicing my thoughts soon owing to the periodic changing of committeemen, as provided in the By-Laws.

"Again from the standpoint of an employee, I would like to mention one vital point that was so strikingly illustrated by Mr. Hubert Wallace, our general manager, at our initial meeting. Mr. Wallace said 'I will possibly say things you don't like and you will possibly say things I don't like, but, at least let us say them.' . . . That is the situation we have here, a direct invitation to sit around the table with business management and discuss the affairs which concern our joint livelihood. I know what progress that means after 50 years in the labour market."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued six certificates designating bargaining agents and granted one application for revocation of certification. During the month, the Board received five applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed employees of the deck, engineroom and steward's departments of towing vessels operated by M. R. Cliff Tugboat Co. Ltd., Vancouver (L.G., April 1953, p. 574).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of The Brookland Company Limited employed at Radio Station CHEX, Peterborough (L.G., March 1953, p. 418).

3. National Association of Broadcast Engineers and Technicians, on behalf of a unit of employees of The Brookland Company Limited employed at Radio Station CKWS, Kingston (L.G., March, 1953, p. 418).

4. Building Service Employees' International Union, Local No. 244, on behalf of a unit of toll collectors and maintenance employees of Burrard Inlet Tunnel and Bridge Company, North Vancouver, B.C. (L.G., April 1953, p. 574).

5. International Association of Machinists, on behalf of a unit of maintenance employees of Colonial Airlines, Inc., employed at Dorval Airport, Que. (L.G., April 1953, p. 574).

6. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed employees of the deck, engineroom, and steward's departments and barge employees employed on vessels and barges operated by Car Barge Towing Company, Limited, Vancouver (L.G., April 1953, p. 574).

Application for Revocation of Certification Granted

The Board considered the result of the vote ordered (L.G., April 1953, p. 574) and revoked the certification of the American Newspaper Guild as the bargaining agent of a unit of editorial employees, including office boys, employed by the Canadian Press.

Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of clerical employees of Colonial Airlines, Inc., New York, employed by the company in Canada (Investigating Officer: C. E. Poirier).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

3. Saskatchewan Wheat Pool Employees' Association, on behalf of a unit of employees of Saskatchewan Co-operative Producers Limited, Flour Mill Division, Regina (Investigating Officer: J. S. Gunn).

4. Canadian Wire Services Local 213, American Newspaper Guild, on behalf of a unit of editorial employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

5. National Association of Broadcast Engineers and Technicians, on behalf of a unit of television production employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

In a survey of 1,442 collective agreements in effect in the United States in 1952, the U.S. Bureau of Labour Statistics found that 89 per cent of them provided that disputes over the interpretation or application of the agreements shall be referred to arbitration. The contracts covered 5,581,000 workers and the arbitration provisions applied to 91 per cent of these employees.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March the Minister appointed Conciliation Officers to deal with the following disputes:—

(1) Canada Steamship Lines Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

(2) Canadian National Newfoundland Steamship Service, Canadian National Railway Company and Canadian Merchant Service Guild, Inc. (Conciliation Officer: W. L. Taylor).

(3) Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes

and St. Lawrence Transportation Company Limited; and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

(4) National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: L. Pepin).

(5) National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: L. Pepin).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

(6) Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, Local No. 802, International Union of Mine, Mill & Smelter Workers (Conciliation Officer: D. S. Tysoe).

(7) The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

(8) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (unlicensed personnel) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (Conciliation Officer: W. L. Taylor).

(9) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (purser and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (Conciliation Officer: W. L. Taylor).

Settlements Reported by Conciliation Officers

(1) Yukon Consolidated Gold Corporation and Dawson Miners' Union, Local 564, International Union of Mine, Mill & Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 574).

(2) Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, Local No. 802, International Union of Mine, Mill & Smelter Workers (Conciliation Officer: D. S. Tysoe) (see above).

Conciliation Boards Appointed

(1) J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co. Ltd.; North American Elevators Ltd.; Sorel Dock & Stevedoring Co. Ltd.; Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., April, p. 574). (The Board had not been fully constituted at the end of the month.)

(2) Red River Grain Company Limited, St. Boniface, and Malt & Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink & Distillery Workers of America (L.G., April, p. 575). (The Board had not been fully constituted at the end of the month.)

(3) The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (see above). (The Board had not been fully constituted at the end of the month.)

(4) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (unlicensed personnel)

and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (see above). (The Board had not been fully constituted at the end of the month.)

(5) Canadian National Newfoundland Steamship Service, Canadian National Railway Company (purser and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (see above). (The Board had not been fully constituted at the end of the month.)

Conciliation Board Fully Constituted

(1) The Board of Conciliation and Investigation established in February to deal with matters in dispute between British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steamships and Union Steamships Limited, Vancouver, B.C., and Seafarers' International Union of North America, Canadian District (L.G., April, p. 575), was fully constituted in March with the appointment of Philip Fleming, Victoria, B.C., as Chairman. Mr. Fleming was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard A. Mahoney and Jack Price, both of Vancouver, who were previously appointed on the nominations of the company and the union respectively.

Conciliation Board Reports Received

During March the Minister received the following reports of Boards of Conciliation and Investigation:—

(1) Canadian Overseas Telecommunications Corporation (operators), Montreal, and Overseas Communications Union, Local 272 (L.G., Jan., p. 54). Text of the Board's report is reproduced below.

(2) Gatineau Bus Company Limited, Hull, P.Q., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (L.G., Feb., p. 239). Text of the Board's report is reproduced below.

(3) Canadian National Railways (Atlantic, Central and Western Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 606). Text of the Board's report is reproduced below.

(4) Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 606). Text of the Board's report is reproduced below.

Report of Board in Dispute between

Canadian Overseas Telecommunication Corporation and Overseas Communication Union, Local 272

The Hon. MILTON GREGG
Minister of Labour
Ottawa, Ont.

Dear Sir:

The Board of Conciliation and Investigation appointed to endeavour to bring about agreement between Canadian Overseas Telecommunications Corporation (Employer) and Overseas Communication Union, Local No. 272, begs leave to present its report.

The Board held a series of meetings with the parties jointly and separately in Montreal. While the negotiations were carried on in an atmosphere of courtesy and co-operation, and although agreement was reached on a few minor points, the major issues were left unsettled at the close of the discussions. Subsequently, the Board itself held a number of meetings and is pleased to recommend certain terms for those parts of the agreement which were not settled. In the following report the items that were before the Board on which agreement was reached are reported along with the Board's recommendations on the disputed items. Where either of the Board members disagreed with the majority, this is noted as an addendum to the appropriate section. However, where a Board member agrees with a recommendation, it should not be implied that he joins in all the supporting reasons that are set forth in the report.

Article 1 (Section 5)

This section provides for preferential treatment for Union members in certain matters relating to hiring, promotion, and layoff. Subsection (c) of Section 5 provides that the rest of Section 5 shall not apply to employees after 15 years of employment. Subsection (c) is, therefore, contradictory in principle with the rest of Section 5 of Article 1. It appears to have been inserted in the contract originally to protect a very limited number of long-service employees, non-members of the Union. The union professes not to be worried by these few, but does object to the clause as an invitation to 15 years service men to withdraw from the Union.

On March 19, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Overseas Communication Union, Local No. 272, and Canadian Overseas Telecommunication Corporation, Montreal.

The Board was under the Chairmanship of Prof. H. D. Woods, Montreal, who was appointed on the joint recommendation of the other two members. The nominee of the company was Theodore R. Meighen, QC, Montreal; the union nominee, A. Andras, Ottawa.

The text of the Board's report is reproduced herewith.

The Board's Recommendation

It appears that a simple compromise can meet the purposes of both parties. The Board therefore recommends that subsection (c) of Section 5 of Article 1 be deleted from the contract, and that it be replaced by a clause guaranteeing that present employees with 15 years service who are not union members shall not be subject to the other provisions of Section (5).

Article 1 (Section 6)

This article provides for the check-off of dues from the pay of all union members and of any new employees. The Union wishes to have this include assessments and to cover all employees. The section, as now written, contains an important element of voluntarism. The Company is not required to impose on an employee any condition which is not either explicitly (for new employees) or implicitly (through voluntary membership by old employees) accepted freely by the employee himself. It would seem desirable to retain this element by rejecting the compulsory check-off for all employees. At the same time, the extension of the check-off to cover assessments in no way impairs the principle.

The Board therefore recommends that Section 6 of Article 1 be amended to read . . . "the equivalent of their Union dues and assessments".

Article 1 (Section 7)

This article empowers any dues-paying employee to be excused the obligation on written notice to the corporation and the Union within the ten-day period prior to the termination of the agreement. The Union wishes this deleted and the Company wants it retained. Much has been written in the dispute over union security provisions and undoubtedly much more will be written on this subject. Yet, in many actual cases, the criterion of need appears to be about as satisfactory as any. This criterion is used in the following recommendations.

The Board's Recommendation

In this contract, the Union is protected by a preferential clause (which on the Board's recommendation is to be strengthened) and by the check-off of dues from union members, and all new employees. The Union has close to 100 per cent membership and has the natural protection of highly skilled occupations. The sanctions against membership default both within the contract and the professional group are strong. The reason of "tidying up the contract" is hardly sufficient as long as one party strongly disagrees.

The Board recommends no change in Section 7 of Article 1.

Article 7 (Section 2)

The dispute regarding proposed changes in this Article was settled by the parties to the degree that they agreed to withdraw it from further consideration by the Board.

Article 9 (Section 1)

The Union is asking that a forty-hour week of five days with portal-to-portal pay be introduced. At present, the men are not paid for the half-hour meal time; which means that they are working a 37½-hour week. To bring this up to 40 hours they work an extra 7½-hour day every third week. If paid for the meal time, they would work a full 40 hours each week, and the extra day in the third week would not be necessary.

The Board's Recommendation

The elimination of this extra day appears to be an objective of the Company. In their memorandum, they refer to the impossibility of making the change "for the time being". Nevertheless, the Board was impressed by the difficulties of staffing such a change without substantial additional overtime payments. The Board recommends no change in the contract on this point.

(Mr. Andras dissents from this recommendation and in turn recommends that the present arrangement be continued not later than June 1, 1953 by which time the Company should have solved its staff problem sufficiently to be able to introduce the 40-hour week.)

Article 10 (Sections 3 and 5)

The Union is requesting changes in these two sections so as to make the Queen's birthday a paid holiday increasing the present eight to nine. The principal reason advanced is that the communications industry has always been in the lead with regard to paid holidays, and now that eight paid holidays have become common the Company should establish a lead again.

The Board's Recommendation

The Board was not strongly influenced by the Union case in this item and is not prepared to recommend an extension of holidays.

Article 10 (Section 8)

The Union is asking for three changes as follows:—

- (1) That the wage differential for the shift from midnight to 8:00 a.m. be increased from 50¢ to \$1;
- (2) That a differential of 50¢ be established for the shift from 4:00 p.m. to midnight;
- (3) That the chief delivery clerk be no longer treated as an exception in the application of shift differential provisions.

The Board's Recommendation

The Board accepts the Union's reasoning that shift differentials are paid to compensate the employee for "the disruption of normal life which work on these shifts entails". Industry generally has recognized this inconvenience by differentials to these two shifts with a higher rate going to the night shift. But the reasoning advanced by the Union in the general case is a sufficient answer to the claim for the Chief Delivery Clerk. The disruption caused by reporting one hour early as a normal practice must surely be a minor inconvenience compared with that experienced in working on the night shift. Whether special compensation is justified is a question, and certainly it could be very little. On this point of a shift differential the Board is not prepared to recommend any change.

The principal reason advanced by the Company against granting the Union request was that the differential was

included in the overall wage and equalized by alternating shifts. However, the Company has recognized the principle and applied it in their night shift premium. The Board feels that the specific night shift differential is the sounder method since there can then be no question of accidental discriminatory allocation of the differential. Furthermore, the extra compensation is directly tied to the inconvenience experienced. This would mean recognition of a differential for the shift from 4:00 p.m. to 12:00 midnight. Since there are a number of overlapping work assignments which would lead to complicated administrative arrangements, the Board suggests a very simple formula as follows.

The Board recommends that Article 10 (Section 8) of the old agreement be altered to read . . . " . . . falls wholly or in part between the hours of 8:00 p.m. and 8:00 a.m., he shall receive . . . "

(Mr. Andras disagrees and recommends the following shift differentials: Shift including any time from 8:00 p.m. to midnight, 50¢; Shift including any time from midnight to 8:00 a.m., 75¢; Shift falling in both the above periods would receive the rate for the shift in which the major time is worked.)

Article 10 (Section 9)

This article provides for a special bonus of \$3.50 per shift for the engineer on duty at Yamachiche if he is the only engineer on duty. The Union is asking that it be increased to \$1 per hour or \$8 for the shift. This is supported on the grounds of increased base rates of pay which mean that the \$3.50 is in effect becoming a smaller actual and relative differential. The Company disputes this on the ground that it was initially unnecessary and was retained with great reluctance by the present Company.

The Board's Recommendation

The case of the Union is strong provided the original differential was soundly based. It seems perfectly logical that increases in daily rates should be matched by equal percentage increases where the original differential was related to the difference in the work involved when there were two engineers or when there was only one engineer per shift. Possibly a systematic job evaluation study would show the original agreement to be unsoundly based. But in lieu of this or any other substantial proof, an adjustment appears to be justified.

The Board recommends that the parties adjust the hourly bonus for engineers at

Yamachiche so that the ratio of the shift bonus to the shift salary will be approximately the same at present as it was at the time it was established.

Article 13

The Union is requesting that the Corporation be limited at Yamachiche and Drummondville to hiring only persons with a certain level of competence. The Corporation asserts the necessity to determine qualifications.

The Board's Recommendation

The desire of the Union to maintain certain professional standards is appreciated. Nevertheless, the position of the management is understandable. The Company has had great difficulty in finding adequate staff. In addition, the industry is undergoing significant technological changes which may alter job content considerably. Under the circumstances, fixing hiring standards on requirements of the past seems unsound. It should be noted that this request is not to establish job security for present employees, although this problem is perhaps a factor in Union thinking.

The Board, therefore, recommends no change in Article 13.

Article 15

The Union is asking that the three houses at Yamachiche, presently rented by the Corporation to senior employees, be provided free of any charge. The Union quotes the policy of providing free houses to the manager and assistant manager, free accommodation to unmarried staff, and the complete absence of rent for Company accommodation at Bamfield.

The Board's Recommendation

It is clear to the Board that the apparent discrimination is a cause of friction. Nevertheless, the situations at Bamfield and Yamachiche are sufficiently different that comparison has little significance. Furthermore, the rentals charged for the houses at Yamachiche are well below current market values for comparable accommodation in similar locations. The Board therefore recommends no change in Article 15.

(Mr. Andras disagrees and recommends that the Union's request be granted.)

Article 17—Salaries

The Union requested a 12 per cent increase, retroactive to September 30, 1952 (termination date of the previous agreement). In support of this request, it advanced the following reasons:—

- (a) The new consumer price index of the Dominion Bureau of Statistics has

shown approximately a 4 per cent increase from April 1, 1951 to the present;

- (b) The previous settlement, effective 1951, was not sufficient to compensate for the real income losses suffered by the employees because consumer price level rises from April 1, 1950 to April 1, 1951 (the interval between the expiration of the former agreements with the previous companies and the effective date of the first agreement with the successor company).
- (c) The employees should share in the growing prosperity of the country, based on changes in gross national product per head.

The Company representatives were prepared to agree to an adjustment based upon the changes in the cost of living from the effective starting date of the previous contract (April 1, 1951), and retroactive to that date. The Company was prepared to leave to the Board the decision as to whether the old cost-of-living index or the new Consumers Price Index should be used to determine the adjustment.

The Company opposed any further increases on the following grounds:—

- (a) The Union had accepted the April 1, 1951 settlement rates, and this renders adjustments based on experience prior to that date invalid.
- (b) In the adjustment of the two salary scales and the other conditions found in the two contracts which were replaced in the 1951 agreement, the previous Conciliation Board has recommended in favour of accepting those features of the two earlier contracts most favourable to the men.
- (c) The Board, in the 1951 settlement, had recommended a general increase in addition to the adjustments required to bring the two groups of employees onto a common standard. Taken together these recommendations, which had been accepted by the Corporation, were generous indeed.

The Board's Recommendation

1. Both parties have recognized the justice of a claim for a cost-of-living adjustment, and the Company agrees that this should be retroactive to April 1, 1951. Of the two indices it seems logical to accept the new Consumers Price Index of the Dominion Bureau of Statistics since one of the principal reasons for its introduction was to achieve greater accuracy. On this basis, the Consumer Prices have

risen slightly less than 4 per cent in the period. The Board therefore recommends a 4 per cent increase retroactive to October 1, 1952.

2. The Board cannot accept the reasoning of the Union as justification for the full 12 per cent rise. Nevertheless, it does recognize that the employees of this Corporation have a right to share in the national prosperity and in the annual improvements therein. In recent decades it has become increasingly apparent that additions to the national per capita income are being reflected in general wage increases rather than in consumer good price reductions. The Board is not implying that this method of determining the ratios of income distribution will continue indefinitely; but it must recognize the pattern in the current year. Some adjustment beyond that required to maintain real income in spite of consumer price changes seems justified.

The argument of the Company that the "generous" settlement of two years ago precludes the necessity for anything but cost-of-living adjustments at the present time cannot be fully accepted. There was nothing in the previous recommendation referring to the future position of the employees of this Company relative to employees elsewhere. But a failure to adjust more than for a cost-of-living increase would, in fact, weaken the position of the Canadian Overseas Telecommunication's employees relative to other industries where wage increases have been effected.

On its part, the Union has not made a very convincing case for increases beyond the cost of living and an adjustment in conformity with the general increase in the national product. The additional increase should, therefore, be limited to this fraction. A fair approximation would be about 3 per cent. Since this is slightly higher than statistical average increases in the national product, the Company should be compensated through the retroactivity allowance.

The Board therefore recommends a payment of 3 per cent additional, retroactive to January 1, 1953.

(Mr. Andras disagrees with the recommended pay adjustments and recommends a 10 per cent increase retroactive to October 1, 1952.)

Respectfully submitted,

(Sgd.) H. D. Woods,
Chairman.

(Sgd.) T. R. MEIGHEN,
Member.

(Sgd.) A. ANDRAS,
Member.

Report of Board in Dispute between

Gatineau Bus Company Limited

and

Amalgamated Association of Street, Electric Railway and

Motor Coach Employees of America, Division 591

On March 24 the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, and the Gatineau Bus Company Limited, Hull, Que.

The Board was under the Chairmanship of the Hon. Mr. Justice Edouard Tellier, Montreal. The other two members were Wilbrod Bherer, Advocate, Quebec, and C. L. Dubin, QC, Toronto, nominees of the company and union respectively.

The text of the Board's report is reproduced herewith.

amendments proposed by the latter to the agreement which expired on the 1st of September 1952.

Following the receipt of the amendments from the Union, a Conciliator officer was appointed to endeavour to settle the different points in dispute. Although several of the amendments proposed by the Union were agreed between the parties, the following still remained in litigation and are the subjects of the present report:—

- A. Statutory Holidays.
- B. Lay-over time.
- C. The week's vacation with pay after 15 years' service.
- D. Wage rates.

The Board met in Montreal and in Hull.

A

STATUTORY HOLIDAYS

At the present time the employees of the Company receive, in addition to Sundays, two statutory holidays at premium rates (0.10) for operators and time and one-half for garage employees, namely New Year's Day and Christmas Day.

The Union is asking that both operators and garage employees shall be paid time and one-half for works performed on the following days, namely: New Year's Day, Good Friday, May 24, July 1, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

The contentions of the Union on this point are that other companies are already giving their employees from five to ten holidays during the year and quotes the names of numerous transit companies in different provinces which grant such holidays at various additional rates of wages, but the above quotations refer to only two Quebec companies, namely Chambly & Fortin Transports Ltd. and Hull City Transport, the latter operating in the same area than the present company. As a matter of fact, the garage employees of the Gatineau Bus are already receiving time and one-half for works done on Sundays,

To the Hon. MILTON F. GREGG,
Minister of Labour,
Department of Labour,
Ottawa.

Hon. SIR:

In the matter of the Industrial Relations and Disputes Investigation Act and request for Conciliation Officer in dispute affecting the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, and the Gatineau Bus Company Limited, Hull, P.Q. respondent.

The Conciliation Board appointed to hear the above dispute has completed its investigation and has the honour to make the following Report:—

The Board was composed of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman, Mr. C. L. Dubin, QC, Toronto, Nominee of the Union, and Mr. Wilbrod Bherer, Advocate, Quebec, Nominee of the Company.

The Board was appointed to endeavour to settle differences between the Company and the Union, as a result of several

New Year's Day and Christmas Day and the operators are receiving a premium or 0.10 per hour for the same days. Besides, the operators are paid time and one-half for all works performed in excess of nine hours. The above facts seem to place the employees of the Company in a better position than the employees of Hull City Transports Ltd., which operates in the same area and also, to a certain extent, in a better position than the employees of Chambly and Fortin Transports Limited who receive only a premium of 0.10 per hour, although it is true they are granted six holidays instead of two, but no proof was offered whether they receive increased pay for works performed on Sundays, as in the present case.

In the present circumstances, therefore, the Board is of the opinion that the present condition should not be disturbed. On this particular point, the three members of the Board are unanimous.

B LAY-OVER TIME

The Union is asking that all lay-over time requiring an operator to remain in charge of a bus, shall be paid at regular wage rates.

Although this demand would seem to apply to all lay-over time, the Union, in its brief and at the hearing admitted that same should apply to regular scheduled runs and not on charter and special work.

The company agrees, on this point, to the following amendment:—

"All lay-over time requiring an operator to remain in charge of a bus, less than half an hour, shall be paid for at regular wage rates".

Such amendment will be to the benefit of the employees to a certain extent and the three members are of the opinion to recommend same.

C THE WEEK'S VACATION AFTER 15 YEARS' SERVICE

The Union contends that three weeks' vacation with pay should be granted annually to all employees who have fifteen or more complete calendar years of continuous service. The Union quotes, in support of its contentions, a long list of companies engaged in transit industry through Canada, except the Province of Quebec, whom are granting at least three weeks' vacations after a certain number of years of service and which vary according to the localities referred to. No mention, however, is made about the holidays granted to employees with less than five years of service.

The Chairman and Mr. Bherer, Nominee of the Company, are of the opinion that the present holiday arrangements, namely one week vacation with pay after one year and two weeks after five years, should not be disturbed.

Mr. Dubin, Nominee of the Union, disagrees, on this point, with the other members on the Board and recommends that the request of the Union should be granted.

D WAGE RATES

On this particular point, the question of whether or not the Company is a wholly Quebec corporation was again, but slightly, raised, and so to compare the rates paid by Company in the transit business in Quebec and by other companies on other Provinces in the country. Although the Board is of the opinion that the present Company is rather a wholly Quebec Corporation by the nature and the extent of its operation, that fact should not be considered as establishing a permanent obstacle for Quebec employees to ask, only, for the highest rates paid in Quebec in a similar industry. In this particular case, some consideration should be given to, at least, the wage structure of Ottawa where the Company operates, although to a small degree.

After careful consideration of all relevant factors, after study of the briefs filed by the parties, the Chairman of the Board and Mr. Dubin, Nominee of the Union, are of the opinion to recommend an increase of ten cents (0.10) per hour in the basic rates retroactive to September 1, 1952, date of the termination of the agreement.

Mr. Bherer, Nominee of the Company, disagrees on this point. A separate report will be filed by Mr. Bherer.

All of which is respectfully submitted.

(Sgd.) EDOUARD TELLIER,
Chairman.
(Sgd.) C. L. DUBIN,
Member.

Montreal, 17th March, 1953.

Minority Report

To the

Hon. Minister of Labour of Canada:

On the recommendation of the employer, pursuant to the Provisions of the Industrial Relations and Disputes Investigation Act, you have appointed me a member of the Board of Conciliation and Investigation, in this matter. I now respectfully submit my report.

The Board sat in Chambers with the Chairman and also held a public hearing

in Hull. At the public hearing the parties to the dispute were present, and each submitted a brief with annex, to support its contention.

There were many points at issue but only four retained our attention since the other ones had been mutually agreed upon by the parties during the negotiations.

1. Premium pay for work done by garage employees and bus operators on Sundays and the following Statutory holidays:—

Christmas Day
New Year's Day
Good Friday
June 24
July 1
Labour Day
Thanksgiving Day
Remembrance Day.

It is common practice in the private industry, to pay a premium to employees over their regular rate of pay, for work done on Sundays and some other holidays that are not considered as regular work days. The employers have agreed to that because they are free to have their employees working or not on those days. Those days are not regular work days. Over-work and undue fatigue might be caused if employees were working on Sundays. The premium is agreed to prevent work being done on those days.

A public enterprise such as a bus transportation company is not free to operate or not on Sundays, and the above-mentioned holidays. These days are regular work days. The employees working on those days have another day during the week for relaxation and rest. There is no reason to warrant payment of a premium for regular work done on a regular day of work during the regular hours of work.

It is no common practice in the bus transportation industry in the Province of Quebec, to pay a higher rate on the above-mentioned days for work done. The employer is already paying a premium to garage employees (time and one-half), and to bus operators (10¢), for work done on Sundays, Christmas and New Year's Day. I see no justification for increasing this benefit.

2. Lay-over time.

The bargaining agent submitted grievances on this point. When an employee has to wait at the end of a run for the next departure, sometimes 10, 15 minutes, he is paid at the rate of 50¢ per hour, instead of the regular rate. The Union claims that this is wrong and that the employee being on duty should be paid the

regular rate. I partly agree to that contention of the Union and I would suggest that:—

"All lay-over time requiring an operator to remain in charge of a bus less than half an hour shall be paid for at regular wage rates".

3. Three weeks vacation with pay.

The bargaining agent wanted to obtain for the employees having 15 years or more of continuous service, an additional six days holiday with pay based on an 8-hour day, to be granted annually.

This is not a common practice in the interurban bus industry in the Province of Quebec. Not one single case was mentioned. Since the employer does not want to agree to that, I am of the opinion that it should not be imposed on it.

4. Wage Rates.

The actual rates of pay for bus operators are:—

1st year.....	\$.94 per hour
2nd year.....	.96 per hour
3rd year.....	1.00 per hour

The union has requested the company to grant an increase of 30¢ over those rates from the 1st of September 1952.

The garage employees' rates vary from 73¢ to \$1.11 per hour. The Union has requested an increase over those rates varying from 30¢ to 49¢ per hour effective from the 1st of September 1952.

The company contends that no increase whatsoever is justified at the present time.

The employer has submitted that the total cost of such an increase in the rates of pay would amount to \$60,000 per year. I think we have to accept the statement of the company on this point.

On the other hand, the company has submitted a statement of affairs and a statement of operation under the signature of its auditors, P. S. Ross and Sons, showing a surplus of \$2,688 for the last year, without providing for any return on its assets used in giving the service to the public estimated at \$400,000. I accept as being true to facts, the statement filed by the company. Its auditors are a reliable firm of public accountants and I am sure that they have shown the affairs of the company and the result of its operations so as to reflect the real situation of the company.

I have come to the conclusion that the company is not in any way capable of increasing its wage bill by increasing the wage rates of its employees. The employer is actually paying its employees at a rate that is in accordance with rates obtained for similar work in the Province of Quebec.

It is even paying more than almost every other company operating similar services in the Province of Quebec.

The operations of the company are subject to the supervision and control of the Quebec Transportation Board, and for this reason I think the Quebec standard should be the guiding rule in appraising the situation of the employees of the company.

I must take into account the situation of the company in giving my opinion on a dispute, I feel in duty bound to examine the ability to pay of the employer if I am to impose on him an added financial burden by increasing the cost of its labour. Coming to the conclusion that the company is unable to pay more because it does not have the revenue to do so, I cannot agree to increase the rates of pay of its employees, not even recommend it.

I think that the matter should be submitted to the Board of Transportation of Quebec. The Board has the authority to grant more revenue to the company by

increasing its rate for the transportation of passengers, the Board of Transportation is the primary authority to consult in this matter of rates and added revenue.

I feel that if I was suggesting an increase in the rates of pay of the employees of the company, I would not help solving a dispute, on the contrary I think I would simply aggravate it. The employees would then think that they are entitled to an increased rate of pay and the company would not have the money to pay for it. I am of the opinion that between the company and its employees, a better way to solve their differences will be found if they are let free to decide what is best to them under the actual circumstances. The employees are surely interested in the good of the company. They must share the responsibility of maintaining its ability to continue its operation on a sound basis.

The whole respectfully submitted.

(Sgd.) WILBROD BHERER.

Quebec, March 20, 1953.

Report of Board in Dispute between Canadian National Railways (Atlantic, Central and Western Regions) and Brotherhood of Locomotive Firemen and Enginemen

To:

The Hon. the Minister
of Labour of Canada.

The Board of Conciliation and Investigation constituted for the investigation of the above-mentioned dispute, respectfully submits the following report:—

Following the amendment of the statement of matters referred to the Board by Instrument of the Hon. Minister dated the 11th day of November 1952, the Board met again with the parties at Montreal on November 17, 18 and 19, 1952 at Toronto on December 3 and 4, 1952, and again at Montreal on January 5, 1953. Between the last mentioned date and the day of the resumption of the sittings on February 9, 1953, the parties renewed their discussions toward settlement on the urging of the Members of the Board, and we are now pleased to be able to report

that the matters in dispute have been substantially settled by the Railway and the Brotherhood.

Attached hereto and marked Schedule "A" is a copy of the initial Memorandum of Understanding. Attached hereto and marked Schedule "B" is the Memorandum of Agreement relating to the Atlantic and Central Regions of the Canadian National Railways Company but excluding the Newfoundland District. Attached hereto and marked Schedule "C" is the Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Firemen, Helpers and Hostlers while on annual vacation with pay with respect to the Atlantic, Central and Western Regions of the Railway but excluding the Newfoundland District. Attached hereto and marked Schedule "D" is the Memorandum of Agreement with respect to the Newfound-

On March 21, 1953, the Minister of Labour received the reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Locomotive Firemen and Enginemen and (1) Canadian National Railways (Atlantic, Central and Western Regions) and (2) Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions).

The Conciliation Board affecting the employees of the Canadian National Railways was under the Chairmanship of the Hon. Mr. Justice G. A. Gale; the other members of the Board were: T. R. Meighen, QC, Montreal, and the Hon. Charles P. McTague, QC, Toronto, nominees of the company and union respectively.

The Conciliation Board in the dispute affecting the employees of the Canadian Pacific Railway Company had the same chairman and the same trade union nominee. The nominee of the Canadian Pacific Railway Company was Norman L. Mathews, QC, Toronto.

The text of the reports is reproduced herewith.

Western Regions, and Newfoundland District, submitted by the Brotherhood of Locomotive Firemen and Enginemen in their request of February 1, 1952 and the proposals submitted by the Railway as negotiated at Montreal 1952-1953.

1. Increase of 12 per cent on present basic wage rates for all employees represented by the Brotherhood of Locomotive Firemen and Enginemen, effective April 1, 1952.
2. Present differentials, including those between lines east of Edmonton and west of Edmonton, not to be changed.
3. An increase of 13 per cent over the rates in effect prior to April 1, 1952 for Locomotive Firemen and Helpers in Yard Service, Hostlers and Hostlers' Helpers, effective February 16, 1953.
4. The wage scale for Locomotive Firemen and Helpers in Freight Service on the Western Region to be extended as follows:—

350,000	to	400,000 lbs.
400,000	to	450,000 lbs.
450,000	to	500,000 lbs.
500,000	lbs. and over.	
5. Escalator Clause, out.
6. The minimum allowance for housing and taking locomotives out to be reduced to 15 minutes.
7. The term of the agreement shall be for one year from February 16, 1953.

For the Employees:

(Sgd.) THOMAS MATTINGLY,
Chairman.
Negotiating Committee.

For the Railway:

(Sgd.) R. HAYES,
Chairman,
Negotiating Committee.

Dated at Montreal, February 9, 1953.

Schedule "B"

CANADIAN NATIONAL RAILWAY COMPANY
STEAM LINES
ATLANTIC AND CENTRAL REGIONS
excluding
NEWFOUNDLAND DISTRICT

Memorandum of Agreement setting forth the basis of settlement of all matters respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers submitted by the Brotherhood of Locomotive Firemen & Enginemen in their request of February 1, 1952 and

land District, Atlantic Region, of the Railway. Attached hereto and marked Schedule "E" is the Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Engineers, Firemen, Helpers and Hostlers while on annual vacation with pay with respect to the Newfoundland District of the Railway. Attached hereto and marked Schedule "F" is the Memorandum of Agreement with respect to the Western Region.

All of which is respectfully submitted this 9th day of March 1953.

(Sgd.) G. A. GALE,
Chairman.
(Sgd.) T. R. MEIGHEN,
Member.
(Sgd.) C. P. MCTAGUE,
Member.

Schedule "A"

CANADIAN NATIONAL RAILWAY COMPANY
Memorandum of Understanding setting forth the basis of settlement of all matters respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Engineers, Newfoundland District, Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers, Atlantic, Central,

the proposals submitted by the Railway, as negotiated at Montreal, P.Q., 1952-1953.

The agreement between the Canadian National Railways, Atlantic and Central Regions, and Brotherhood of Locomotive Firemen and Enginemen, effective March 1, 1933, is amended to the extent as indicated herein:—

Rates of Pay—

All lines east of Armstrong and Port Arthur excluding Lines in New England,

United States & Canada Railroad, Champlain & St. Lawrence Railroad and St. Clair Tunnel Company.

Rules governing service of Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers—

All lines east of Armstrong, Port Arthur, Detroit and St. Clair Rivers including Lines in New England, United States & Canada Railroad, Champlain & St. Lawrence Railroad and St. Clair Tunnel Company.

Rates effective as of dates indicated.

Rules effective February 16, 1953.

PASSENGER SERVICE

Article 1

A. Rates of Pay effective April 1, 1952:

Weight on Drivers	Firemen or Helpers				Helpers	
	Coal and Diesel		Oil		Electric	
	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
	cts.	\$	cts.	\$	cts.	\$
Less than 140,000 lbs.	9-97	9-97	9-79	9-79	9-79	9-79
140,000 to 170,000 lbs.	10-15	10-15	9-97	9-97	9-79	9-79
170,000 to 200,000 lbs.	10-24	10-24	10-06	10-06	9-79	9-79
200,000 to 250,000 lbs.	10-33	10-33	10-15	10-15	9-97	9-97
250,000 to 300,000 lbs.	10-33	10-33	10-15	10-15	9-97	9-97
300,000 to 350,000 lbs.	10-42	10-42	10-24	10-24	9-97	9-97
350,000 to 400,000 lbs.	10-51	10-51	10-33	10-33	9-97	9-97
400,000 to 450,000 lbs.	10-60	10-60	10-42	10-42	10-15	10-15
450,000 to 500,000 lbs.	10-68	10-68	10-51	10-51	10-15	10-15
500,000 to 550,000 lbs.	10-77	10-77	10-60	10-60	10-15	10-15
550,000 to 600,000 lbs.	10-86	10-86	10-68	10-68	10-15	10-15
600,000 to 650,000 lbs.	10-95	10-95	10-77	10-77	10-33	10-33
650,000 to 700,000 lbs.	11-04	11-04	10-86	10-86	10-33	10-33
700,000 to 750,000 lbs.	11-13	11-13	10-95	10-95	10-33	10-33
750,000 to 800,000 lbs.	11-22	11-22	11-04	11-04	10-33	10-33
800,000 to 850,000 lbs.	11-31	11-31	11-13	11-13	10-51	10-51
850,000 to 900,000 lbs.	11-40	11-40	11-22	11-22	10-51	10-51
900,000 to 950,000 lbs.	11-49	11-49	11-31	11-31	10-51	10-51
950,000 to 1,000,000 lbs.	11-58	11-58	11-40	11-40	10-51	10-51
1,000,000 lbs and over.	11-67	11-67	11-49	11-49	10-68	10-68

C. Daily Guarantee: Passenger Service:

In passenger service, the earnings from mileage, overtime or other rules applicable for each day service is performed shall not be less than \$10.88 for firemen.

FREIGHT SERVICE

Article 6

A. Rates of Pay per Mile or per Day effective April 1, 1952:

Weight on Drivers	Firemen or Helpers				Helpers	
	Coal and Diesel		Oil		Electric	
	Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
	cts.	\$	cts.	\$	cts.	\$
Less than 140,000 lbs.	10-77	10-77	10-60	10-60	10-51	10-51
140,000 to 170,000 lbs.	10-95	10-95	10-77	10-77	10-51	10-51
170,000 to 200,000 lbs.	11-13	11-13	10-95	10-95	10-51	10-51
200,000 to 250,000 lbs.	11-31	11-31	11-13	11-13	10-68	10-68
250,000 to 300,000 lbs.	11-49	11-49	11-49	11-49	10-68	10-68
300,000 to 350,000 lbs.	11-67	11-67	11-67	11-67	10-68	10-68
350,000 to 400,000 lbs.	11-85	11-85	11-85	11-85	10-68	10-68
400,000 to 450,000 lbs.	12-03	12-03	12-03	12-03	10-86	10-86
450,000 to 500,000 lbs.	12-21	12-21	12-21	12-21	10-86	10-86
500,000 to 550,000 lbs.	12-39	12-39	12-39	12-39	10-86	10-86
550,000 to 600,000 lbs.	12-57	12-57	12-57	12-57	10-86	10-86
600,000 to 650,000 lbs.	12-75	12-75	12-75	12-75	11-04	11-04
650,000 to 700,000 lbs.	12-92	12-92	12-92	12-92	11-04	11-04
700,000 to 750,000 lbs.	13-10	13-10	13-10	13-10	11-04	11-04
750,000 to 800,000 lbs.	13-28	13-28	13-28	13-28	11-22	11-22
800,000 to 850,000 lbs.	13-46	13-46	13-46	13-46	11-22	11-22
850,000 to 900,000 lbs.	13-64	13-64	13-64	13-64	11-22	11-22
900,000 to 950,000 lbs.	13-82	13-82	13-82	13-82	11-22	11-22
950,000 to 1,000,000 lbs.	14-00	14-00	14-00	14-00	11-22	11-22
1,000,000 lbs and over.	14-18	14-18	14-18	14-18	11-40	11-40

YARD SERVICE

Article 8

Effective April 1, 1952 rates of pay of Locomotive Firemen and Helpers in Yard Service will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

Weight on Drivers	Firemen or Helpers	Helpers
	Coal and Diesel Per Day	Electric Per Day
	\$	\$
Less than 140,000 lbs.....	11-07	11-07
140,000 to 170,000 lbs.....	11-21	11-07
170,000 to 200,000 lbs.....	11-21	11-07
200,000 to 250,000 lbs.....	11-35	11-07
250,000 to 300,000 lbs.....	11-35	11-07
300,000 to 350,000 lbs.....	11-53	11-25
350,000 to 400,000 lbs.....	11-53	11-25
400,000 to 450,000 lbs.....	11-71	11-25
450,000 to 500,000 lbs.....	11-71	11-25
500,000 to 550,000 lbs.....	11-89	11-44
550,000 to 600,000 lbs.....	11-89	11-44
600,000 to 650,000 lbs.....	12-07	11-44
650,000 to 700,000 lbs.....	12-07	11-44
700,000 to 750,000 lbs.....	12-25	11-62
750,000 to 800,000 lbs.....	12-25	11-62
800,000 to 850,000 lbs.....	12-43	11-62
850,000 to 900,000 lbs.....	12-43	11-62
900,000 to 950,000 lbs.....	12-61	11-80
950,000 to 1,000,000 lbs.....	12-61	11-80
1,000,000 lbs. and over.....	12-79	11-80

Article 9

A. Rotary Snow Plows:

Rates of pay for firemen operating rotary snow plows shall be \$11.31 per day of eight (8) hours or less; overtime at three-sixteenths ($\frac{3}{16}$)ths of daily rate.

HOSTLERS

Article 12

Effective April 1, 1952 rates of pay of Hostlers and Hostlers' Helpers will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

	Per Day
Outside Hostler	\$12.06
Inside Hostler	11.38
Outside Hostler's Helper	10.70

Article 18

Housing and Taking Engine Out:

Firemen or helpers will be paid a minimum of fifteen (15) minutes at rate for class of service for putting engine in, and fifteen (15) minutes for taking engine out, at points where men are required to do this work, but when it takes more than fifteen (15) minutes actual time will be paid for, exclusive of minimum day, but payment under this rule is not to make a double payment when terminal delay is paid for.

Interpretation... Time allowed for taking out engines or housing engines on arrival,

applies only to places where no hostlers are employed for that purpose, unless firemen or helpers are requested by official in charge to do this work at centres where hostlers are employed, when time can be claimed for housing or taking engine out if work is performed.

Article 20

Attending Court:

Firemen or helpers attending Court or Coroner's Inquest on legal cases for the Company, or subpoenaed by the Crown in such cases, will be paid actual mileage locomotive makes or time lost.

When no time is lost, pay will be allowed at the rate of \$9.97 per day of eight hours for each period of twenty-four hours, and if required during a lay-off period of sixteen hours or more, a full day's pay will be allowed, but if required during a lay-off period of less than sixteen hours, pay will be allowed *pro rata* with a minimum of half a day.

Men on the spare list who do not lose their turn will be paid actual time with a minimum of half a day, but if they lose their turn they will fall to the bottom of the list and be paid a full day.

Actual reasonable expense incurred will be allowed.

The Court witness fees and mileage will be assigned to the Company.

Article 56

Duration of Agreement:

This agreement shall continue in effect for one year and thereafter, subject to sixty (60) days' notice from either party of a desire to cancel or revise same, which notice may be served at any time after ten (10) months from the effective date, February 16, 1953.

For the Employees:

(Sgd.) L. H. LANGLEY,
General Chairman.
(Sgd.) A. E. MATTHEWS,
General Chairman.

For the Company:

(Sgd.) W. E. ROBINSON,
Vice-President &
General Manager,
Atlantic Region.
(Sgd.) A. J. LOMAS,
Vice-President,
Central Region.

Approved:

(Sgd.) THOMAS MATTINGLY.
(Sgd.) W. L. DRUCE.
(Sgd.) J. GRAHAM.
(Sgd.) W. E. GAMBLE.
Negotiating Committee.

Signed at Montreal, February 10, 1953.

Schedule "C"

CANADIAN NATIONAL RAILWAY COMPANY
ATLANTIC, CENTRAL AND WESTERN REGIONS
excluding
NEWFOUNDLAND DISTRICT

Memorandum of Agreement covering
adjustment in the basis of compensat-

ing Locomotive Firemen, Helpers and
Hostlers while on annual vacation with
pay.

It is agreed that effective February 16,
1953 the vacation wage scale dated at
Montreal, P.Q., March 31, 1951, covering
basis of compensating Locomotive Fire-
men, Helpers and Hostlers for annual
vacation with pay is revised as follows:—

Locomotive Firemen	Coal per day Passenger Service	Oil per day	Electric per day
	\$	\$	\$
Atlantic and Central Regions.....	11.98	11.77	11.45
Western Region—Lines East of Edmonton.....	11.98		11.45
“ “ —Lines West of Edmonton.....	12.06		11.54
“ “ —Coal Branches out of Edson.....	12.74		12.21
Through Freight and Spare Board Service			
	\$	\$	\$
Atlantic and Central Regions.....	12.24	12.05	11.56
Western Region—Lines East of Edmonton.....	12.24		11.56
“ “ —Lines West of Edmonton.....	12.32		11.64
“ “ —Coal Branches out of Edson.....	12.90		12.22
Way Freight Service			
	\$	\$	\$
Atlantic and Central Regions.....	12.68	12.49	12.00
Western Region Lines East of Edmonton.....	12.68		12.00
“ “ —Lines West of Edmonton.....	12.76		12.08
“ “ —Coal Branches out of Edson.....	13.34		12.66
Yard Service			
	\$	\$	\$
Canadian Lines.....	12.14		11.99
			Per day
Hostlers.....			\$12.06
Outside.....			11.38
Inside.....			10.70
Outside Helpers.....			12.49
Main Line (Western Region).....			

Lines East of Edmonton include trains operating to and from and upon the Athabasca and Sangudo Subdivisions, and lines on Vancouver Island.

For the Employees:

(Sgd.) L. H. LANGLEY,
(Sgd.) A. E. MATTHEWS,
(Sgd.) W. E. GAMBLE,
General Chairmen.

(Sgd.) THOMAS MATTINGLY,
(Sgd.) W. L. DRUCE,
(Sgd.) J. GRAHAM,
Negotiating Committee.

For the Company:

(Sgd.) W. E. ROBINSON,
Vice-President &
General Manager,
Atlantic Region.

(Sgd.) A. J. LOMAS,
Vice-President,
Central Region.

(Sgd.) J. R. McMILLAN,
Vice-President,
Western Region.

Signed at Montreal, P.Q., February 10,
1953.

Schedule "D"

CANADIAN NATIONAL RAILWAY COMPANY
STEAM LINES

NEWFOUNDLAND DISTRICT, ATLANTIC REGION
Memorandum of Agreement setting forth
the basis of settlement of all matters
respecting increase in rates of pay and
revision of rules governing working con-
ditions for Locomotive Engineers, Fire-
men, Helpers, Hostlers and Hostlers'
Helpers submitted by the Brotherhood
of Locomotive Firemen & Enginemen
in their request of February 1, 1952
and the proposals submitted by the
Railway, as negotiated at Montreal,
Quebec, 1952-1953.

The agreement between the Canadian
National Railways, Newfoundland District,
and Brotherhood of Locomotive Firemen
& Enginemen, effective in so far as rates
are concerned April 1, 1949 and rules
effective November 1, 1949, is amended to
the extent as indicated herein:—

Rates effective as of dates indicated.
Rules effective February 16, 1953.

PASSENGER SERVICE

Article 1

A. Rates of Pay effective April 1, 1952:

Weight on Drivers		Engineers		Firemen or Helpers				Helpers	
		Per Mile	Per Day	Coal-Diesel Electric		Oil		Electric	
				Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
Less than	140,000 lbs.	cts. 11.47	\$ 11.47	cts. 9.97	\$ 9.97	cts. 9.79	\$ 9.79	cts. 9.79	\$ 9.79
140,000 to	170,000 lbs.	11.56	11.56	10.15	10.15	9.97	9.97	9.79	9.79
170,000 to	200,000 lbs.	11.65	11.65	10.24	10.24	10.06	10.06	9.79	9.79
200,000 to	250,000 lbs.	11.74	11.74	10.33	10.33	10.15	10.15	9.97	9.97
250,000 to	300,000 lbs.	11.83	11.83	10.33	10.33	10.15	10.15	9.97	9.97
300,000 to	350,000 lbs.	11.92	11.92	10.42	10.42	10.24	10.24	9.97	9.97
350,000 to	400,000 lbs.	12.01	12.01	10.51	10.51	10.33	10.33	9.97	9.97
400,000 to	450,000 lbs.	12.10	12.10	10.60	10.60	10.42	10.42	10.15	10.15
450,000 to	500,000 lbs.	12.19	12.19	10.68	10.68	10.51	10.51	10.15	10.15
500,000 to	550,000 lbs.	12.28	12.28	10.77	10.77	10.60	10.60	10.15	10.15
550,000 to	600,000 lbs.	12.36	12.36	10.86	10.86	10.68	10.68	10.15	10.15
600,000 to	650,000 lbs.	12.45	12.45	10.95	10.95	10.77	10.77	10.33	10.33
650,000 to	700,000 lbs.	12.54	12.54	11.04	11.04	10.86	10.86	10.33	10.33
700,000 to	750,000 lbs.	12.63	12.63	11.13	11.13	10.95	10.95	10.33	10.33
750,000 to	800,000 lbs.	12.72	12.72	11.22	11.22	11.04	11.04	10.33	10.33
800,000 to	850,000 lbs.	12.81	12.81	11.31	11.31	11.13	11.13	10.51	10.51
850,000 to	900,000 lbs.	12.90	12.90	11.40	11.40	11.22	11.22	10.51	10.51
900,000 to	950,000 lbs.	12.99	12.99	11.49	11.49	11.31	11.31	10.51	10.51
950,000 to	1,000,000 lbs.	13.08	13.08	11.58	11.58	11.40	11.40	10.51	10.51
1,000,000 lbs. and over		13.17	13.17	11.67	11.67	11.49	11.49	10.68	10.68

C. Daily Guarantee: Passenger Service:

In passenger service, the earnings from mileage, overtime or other rules applicable, for each day service is performed, shall not be less than \$12.63 for Engineers and \$10.88 for Firemen.

FREIGHT SERVICE

Article 6

A. Rates of Pay per Mile or Per Day effective April 1, 1952:

Weight on Drivers		Engineers		Firemen or Helpers				Helpers	
		Per Mile	Per Day	Coal-Diesel Electric		Oil		Electric	
				Per Mile	Per Day	Per Mile	Per Day	Per Mile	Per Day
Less than	140,000 lbs.	cts. 12.69	\$ 12.69	cts. 10.77	\$ 10.77	cts. 10.60	\$ 10.60	cts. 10.51	\$ 10.51
140,000 to	170,000 lbs.	12.96	12.96	10.95	10.95	10.77	10.77	10.51	10.51
170,000 to	200,000 lbs.	13.14	13.14	11.13	11.13	10.95	10.95	10.51	10.51
200,000 to	250,000 lbs.	13.32	13.32	11.31	11.31	11.13	11.13	10.68	10.68
250,000 to	300,000 lbs.	13.47	13.47	11.49	11.49	11.49	11.49	10.68	10.68
300,000 to	350,000 lbs.	13.63	13.63	11.67	11.67	11.67	11.67	10.68	10.68
350,000 to	400,000 lbs.	13.85	13.85	11.85	11.85	11.85	11.85	10.68	10.68
400,000 to	450,000 lbs.	14.06	14.06	12.03	12.03	12.03	12.03	10.86	10.86
450,000 to	500,000 lbs.	14.26	14.26	12.21	12.21	12.21	12.21	10.86	10.86
500,000 to	550,000 lbs.	14.46	14.46	12.39	12.39	12.39	12.39	10.86	10.86
550,000 to	600,000 lbs.	14.66	14.66	12.57	12.57	12.57	12.57	10.86	10.86
600,000 to	650,000 lbs.	14.86	14.86	12.75	12.75	12.75	12.75	11.04	11.04
650,000 to	700,000 lbs.	15.06	15.06	12.92	12.92	12.92	12.92	11.04	11.04
700,000 to	750,000 lbs.	15.27	15.27	13.10	13.10	13.10	13.10	11.04	11.04
750,000 to	800,000 lbs.	15.47	15.47	13.28	13.28	13.28	13.28	11.04	11.04
800,000 to	850,000 lbs.	15.67	15.67	13.46	13.46	13.46	13.46	11.22	11.22
850,000 to	900,000 lbs.	15.87	15.87	13.64	13.64	13.64	13.64	11.22	11.22
900,000 to	950,000 lbs.	16.07	16.07	13.82	13.82	13.82	13.82	11.22	11.22
950,000 to	1,000,000 lbs.	16.27	16.27	14.00	14.00	14.00	14.00	11.22	11.22
1,000,000 lbs. and over		16.48	16.48	14.18	14.18	14.18	14.18	11.40	11.40

Oil differential not to apply on engines weighing over 215,000 lbs. on drivers.

YARD AND TRANSFER SERVICE—ENGINEERS

Article 8

A. Rates of Pay effective April 1, 1952:

Weight on Drivers	Engineers
	Per Day
Less than 140,000 lbs.	12.69
140,000 to 170,000 lbs.	12.96
170,000 to 200,000 lbs.	13.14
200,000 to 250,000 lbs.	13.32
250,000 to 300,000 lbs.	13.47
300,000 to 350,000 lbs.	13.63
350,000 to 400,000 lbs.	13.85
400,000 to 450,000 lbs.	13.85
450,000 to 500,000 lbs.	13.85
500,000 to 550,000 lbs.	13.85
550,000 to 600,000 lbs.	13.85
600,000 to 650,000 lbs.	13.85
650,000 to 700,000 lbs.	13.85
700,000 to 750,000 lbs.	13.85
750,000 to 800,000 lbs.	13.85
800,000 to 850,000 lbs.	13.85
850,000 to 900,000 lbs.	13.85
900,000 to 950,000 lbs.	13.85
950,000 to 1,000,000 lbs.	13.85
1,000,000 lbs. and over.	13.85

YARD SERVICE—FIREMEN OR HELPERS

Effective April 1, 1952, rates of pay of Locomotive Firemen and Helpers in Yard Service will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

Weight on Drivers	Firemen or Helpers	Helpers
	Coal and Diesel Per Day	Electric Per Day
Less than 140,000 lbs.	\$ 11.07	\$ 11.07
140,000 to 170,000 lbs.	11.21	11.07
170,000 to 200,000 lbs.	11.21	11.07
200,000 to 250,000 lbs.	11.35	11.07
250,000 to 300,000 lbs.	11.35	11.07
300,000 to 350,000 lbs.	11.53	11.25
350,000 to 400,000 lbs.	11.53	11.25
400,000 to 450,000 lbs.	11.71	11.25
450,000 to 500,000 lbs.	11.71	11.25
500,000 to 550,000 lbs.	11.89	11.44
550,000 to 600,000 lbs.	11.89	11.44
600,000 to 650,000 lbs.	12.07	11.44
650,000 to 700,000 lbs.	12.07	11.44
700,000 to 750,000 lbs.	12.25	11.62
750,000 to 800,000 lbs.	12.25	11.62
800,000 to 850,000 lbs.	12.43	11.62
850,000 to 900,000 lbs.	12.43	11.62
900,000 to 950,000 lbs.	12.61	11.80
950,000 to 1,000,000 lbs.	12.61	11.80
1,000,000 lbs. and over.	12.79	11.80

SNOW PLOW SERVICE

Article 9

A. Rotary Snow Plows:

Rates of pay for Engineers and Firemen operating snow plows shall be as follows: Engineers \$13.32; Firemen \$11.31 per day of eight (8) hours or less; overtime at three-sixteenths ($\frac{3}{16}$ ths) of daily rate.

HOSTLERS

Article 12

Effective April 1, 1952, rates of pay of Hostlers and Hostlers' Helpers will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

	Per Day
Outside Hostlers	\$12.06
Inside Hostlers	11.38
Outside Hostlers' Helpers	10.70

Article 18

Housing and Taking Engine Out:

Engineers and Firemen or helpers will be paid a minimum of fifteen (15) minutes at rate for class of service for putting engine in, and fifteen (15) minutes for taking engine out, at points where men are required to do this work, but when it takes more than fifteen (15) minutes actual time will be paid for, exclusive of minimum day, but payment under this rule is not to make a double payment when terminal delay is paid for.

Interpretation... Time allowed for taking out engines or housing engines on arrival, applies only to places where no hostlers are employed for that purpose, unless engineers and firemen or helpers are requested by official in charge to do this work at centres where hostlers are employed, when time can be claimed for housing or taking engine out if work is performed.

Article 20

Attending Court:

Engineers, Firemen or Helpers attending Court or Coroner's inquest on legal cases for the Company, or subpoenaed by the Crown in such cases will be paid actual mileage locomotive makes or time lost.

When no time is lost, pay will be allowed at the rate of \$11.47 for Engineers and \$9.97 for Firemen or Helpers per day of eight hours for each period of twenty-four hours, and if required during a lay-off period of sixteen hours or more, a full day's pay will be allowed, but if required during a lay-off of less than sixteen hours, pay will be allowed *pro rata* with a minimum of half a day.

Men on the spare list who do not lose their turn will be paid actual time with a minimum of half a day, but if they lose their turn they will fall to the bottom of the list and be paid a full day.

Actual reasonable expense incurred will be allowed.

The Court witness fees and mileage will be assigned to the Company.

Article 56

Duration of Agreement:

This agreement shall continue in effect for one year from February 16, 1953, and thereafter, subject to sixty (60) days' notice from either party of a desire to cancel or revise same, which notice may be served at any time after ten (10) months from the effective date.

For the Employees:

(Sgd.) M. CAREY,
General Chairman.

For the Company:

(Sgd.) W. E. ROBINSON,
Vice-President &
General Manager,
Atlantic Region.

Approved:

(Sgd.) THOMAS MATTINGLY.
(Sgd.) W. L. DRUCE.
(Sgd.) L. H. LANGLEY.
(Sgd.) A. E. MATTHEWS.
(Sgd.) W. E. GAMBLE.
(Sgd.) J. GRAHAM.
Negotiating Committee.

Signed at Montreal, February 10, 1953.

Schedule "E"

CANADIAN NATIONAL RAILWAYS NEWFOUNDLAND DISTRICT

Memorandum of Agreement covering adjustment in the basis of compensating Locomotive Engineers, Firemen, Helpers and Hostlers while on annual vacation with pay.

It is agreed that effective February 16, 1953 the vacation wage scale dated at Montreal, P.Q., March 31, 1951 covering basis of compensating Locomotive Engineers, Firemen, Helpers and Hostlers for annual vacation with pay is revised as follows:—

Locomotive Engineers

Passenger Service.....	\$13.42 per day
Through Freight and Spare Board Service.....	13.96 per day
Way Freight Service.....	14.53 per day
Yard Service.....	13.75 per day

Locomotive Firemen

	Coal Per Day	Oil Per Day	Electric Per Day
Passenger Service.....	\$ 11.66	\$ 11.45	\$ 11.45
Through Freight and Spare Board Service.....	11.85	11.66	11.56
Way Freight Service.....	12.29	12.10	12.00
Yard Service.....	11.99		11.99

Hostlers

Outside.....	\$12.06 per day
Inside.....	11.38 per day
Outside Hostlers' Helpers.....	10.70 per day

For the Employees:

(Sgd.) M. CAREY,
General Chairman.
(Sgd.) THOMAS MATTINGLY.
(Sgd.) L. H. LANGLEY.
(Sgd.) A. E. MATTHEWS.
(Sgd.) J. GRAHAM.
(Sgd.) W. E. GAMBLE.
(Sgd.) W. L. DRUCE.
Negotiating Committee.

For the Company:

(Sgd.) W. E. ROBINSON,
Vice-President &
General Manager,
Atlantic Region.

Signed at Montreal, P.Q., February 10, 1953.

Schedule "F"

CANADIAN NATIONAL RAILWAY COMPANY WESTERN REGION

Memorandum of Agreement setting forth the basis of settlement of all matters

respecting increase in rates of pay and revision of rules governing working conditions for Locomotive Firemen, Helpers, Hostlers and Hostlers' Helpers, submitted by the Brotherhood of Locomotive Firemen and Enginemen in their request of February 1, 1952 and the proposals submitted by the Railway, as negotiated at Montreal, P.Q., 1952-1953.

The agreement between Canadian National Railway Company, designated as the Canadian National Railways, Western Region, and the Brotherhood of Locomotive Firemen and Enginemen, effective May 1, 1933, and subsequent revisions, is amended to the extent as indicated herein:—

Rates effective as of dates indicated.

Rules effective February 16, 1953.

Article 2

A. Rates of Pay—Lines East of Edmonton, including trains operating on, to and from the Athabasca and Sangudo Subdivisions, and Lines on Vancouver Island:
Rates per Day effective April 1, 1952..

Weight on Drivers	—		Through Freight and all other service not otherwise specified	
	Coal, Oil and Diesel-Electric	Helpers Electric	Coal, Oil and Diesel-Electric	Helpers Electric
Less than 140,000 lbs.....	\$ 9.97	\$ 9.79	\$ 10.77	\$ 10.51
140,000 to 170,000 lbs.....	10.15	9.79	11.10	10.51
170,000 to 200,000 lbs.....	10.24	9.79	11.13	10.51
200,000 to 250,000 lbs.....	10.33	9.97	11.47	10.68
250,000 to 300,000 lbs.....	10.33	9.97	11.49	10.68
300,000 to 350,000 lbs.....	10.42	9.97	11.67	10.68
350,000 to 400,000 lbs.....	10.51	9.97	11.85	10.68
400,000 to 450,000 lbs.....	10.60	10.15	12.03	10.68
450,000 to 500,000 lbs.....	10.68	10.15	12.21	10.86
500,000 lbs. and over.....	10.77	10.15	12.39	10.86
Mallets regardless of weight.....	11.13			
Mallets:				
Less than 275,000 lbs.....			11.85	
275,000 lbs. and over.....			12.20	

B. Rates of Pay—Valley Rate—Lines West of Edmonton, excepting trains operating to, from and upon the Athabasca and Sangudo Subdivisions, and Lines on Vancouver Island:
Rates per Day effective April 1, 1952..

Weight on Drivers	Passenger		Through Freight and all other service not otherwise specified	
	Coal, Oil and Diesel-Electric	Helpers Electric	Coal, Oil and Diesel-Electric	Helpers Electric
Less than 140,000 lbs.....	\$ 10.04	\$ 9.86	\$ 10.84	\$ 10.58
140,000 to 170,000 lbs.....	10.22	9.86	11.17	10.58
170,000 to 200,000 lbs.....	10.31	9.86	11.20	10.58
200,000 to 250,000 lbs.....	10.40	10.04	11.54	10.75
250,000 to 300,000 lbs.....	10.40	10.04	11.58	10.75
300,000 to 350,000 lbs.....	10.49	10.04	11.74	10.75
350,000 to 400,000 lbs.....	10.58	10.04	11.92	10.75
400,000 to 450,000 lbs.....	10.67	10.22	12.10	10.93
450,000 to 500,000 lbs.....	10.75	10.22	12.28	10.93
500,000 lbs. and over.....	10.84	10.22	12.46	10.93
Mallets regardless of weight.....	11.20			
Mallets:				
Less than 275,000 lbs.....			11.92	
275,000 lbs. and over.....			12.27	

SNOW PLOW AND WAY FREIGHT

For way freight and snow plow service, forty cents per one hundred miles or less shall be added to the through freight rates, according to class of engine or other power used; miles over one hundred to be paid *pro rata*.

C. Switching Service:

Effective April 1, 1952, Rates of Pay for Locomotive Firemen and Helpers in Switching Service will be increased by 12 per cent.

Rates of Pay effective February 16, 1953.

Weight on Drivers	Firemen Per Day	Helpers Electric Per Day
Less than 140,000 lbs.....	\$ 11.07	\$ 11.07
140,000 to 200,000 lbs.....	11.21	11.07
200,000 to 300,000 lbs.....	11.35	11.07
300,000 to 400,000 lbs.....	11.53	11.25
400,000 to 500,000 lbs.....	11.71	11.25
500,000 lbs. and over.....	11.89	11.44
Mallets under 275,000 lbs.....	12.34	
Mallets 275,000 lbs. and over.....	12.61	

E. Daily Guarantee—Passenger Service:

In passenger service, the earnings from mileage, overtime and other rules applicable, for each day service is performed, shall not be less than Ten Dollars and Eighty-eight cents (\$10.88) for Firemen.

F. Working Rotary Snow Plows:

Rate per hour.....\$1.40½

Firemen on Rotary Snow Plows will be paid minimum day while held for such service, i.e., eight (8) hours at \$1.40½ per hour.

G. Attending Court for Company:

Minimum Day (Rate per hour). \$1.23½

Article 3

K. Hostling:

Firemen or helpers will be paid a minimum of fifteen (15) minutes at rate for class of service for putting engine in, and fifteen (15) minutes for taking engine out, at points where men are required to do this work, but when it takes more than fifteen (15) minutes actual time will be paid for, exclusive of minimum day, but payment under this rule is not to make a double payment when terminal delay is paid for.

Interpretation... Time allowed for taking out engines or housing engines on arrival, applies only to places where no hostlers are employed for that purpose, unless firemen or helpers are requested by official in charge to do this work at centres where hostlers are employed, when time can be claimed for housing or taking engine out if work is performed.

RULES AND RATES OF PAY COVERING THE SERVICE OF HOSTLERS AND HOSTLERS' HELPERS

Article 1

Effective April 1, 1952, Rates of Pay of Hostlers and Hostlers' Helpers will be increased by 12 per cent.

A. Rates of Pay effective February 16, 1953:

	Per Day
Inside Hostler	\$11.38
Outside Hostler	12.06
Main Line Hostler.....	12.49
Outside Hostler's Helper	10.70

Article 41

Duration of Agreement:

This agreement shall continue in effect for one year from February 16, 1953, and thereafter, subject to sixty (60) days' notice from either party of a desire to cancel or revise same, which notice may be served at any time after ten (10) months from the effective date.

For the Employees:

(Sgd.) W. E. GAMBLE,
General Chairman.

For the Company:

(Sgd.) J. R. McMILLAN,
Vice-President,
Western Region.

Approved:

(Sgd.) THOMAS MATTINGLY.
(Sgd.) W. L. DRUCE.
(Sgd.) A. E. MATTHEWS.
(Sgd.) J. GRAHAM.
(Sgd.) L. H. LANGLEY.
Negotiating Committee.

Signed at Montreal, P.Q., February 10, 1953.

Report of Board in Dispute between

Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions)

and

Brotherhood of Locomotive Firemen and Enginemen

To:

The Hon. the Minister
of Labour of Canada.

The Board of Conciliation and Investigation constituted for the investigation of the above-mentioned dispute, respectfully submits the following report:—

Following the amendment of the statement of matters referred to the Board by

Instrument of the Hon. Minister dated the 11th day of November, 1952, the Board met again with the parties at Montreal on November 17, 18 and 19, 1952, and again at Montreal on January 5 and 6, 1953. Between the last-mentioned date and the day of the resumption of the sittings on February 9, 1953, the parties renewed their discussions toward settlement

on the urging of the Members of the Board, and we are now pleased to be able to report that the matters in dispute have been settled by the Railway and the Brotherhood.

Attached hereto and marked Schedule "A" is a copy of the Agreement between the parties with respect to Firemen (Helpers) and Hostlers employed in Canada on the Eastern Region. Attached hereto and marked Schedule "B" is a copy of the Agreement between the parties with respect to Firemen (Helpers) and Hostlers employed in Canada on the Prairie and Pacific Regions. We are informed that under Part I of each Agreement, the employees thereby involved will receive an average increase of wages of approximately 12 per cent.

All of which is respectfully submitted this 9th day of March, 1953.

(Sgd.) G. A. GALE.

(Sgd.) C. P. McTAGUE,
Member.

(Sgd.) NORMAN MATHEWS,
Member.

Schedule "A"

CANADIAN PACIFIC RAILWAY COMPANY

Memorandum of Agreement between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen on behalf of Firemen (Helpers), Hostlers and Hostler Helpers employed in Canada on the Eastern Region.

This Agreement is in complete settlement of matters in dispute between the Brother-

hood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company as a result of the notice from the B. of L. F. & E. dated February 1, 1952 for:—

- (1) An increase in wage rates of \$2.80 per day.
- (2) Escalator clause.
- (3) Representation rule, and
- (4) Initial terminal delay, Eastern Region,

and the Notice from the Company under date of February 1, 1952 for:

- (1) Necessary revisions to provide that a Fireman who takes his engine from a shop track or other similar point where he performs service in getting the engine ready will appear on duty 30 minutes before time ordered for and will sign appearance book; 30 minutes to be allowed at *pro rata* rates for preparatory service.
- (2) Revise and clarify certain clauses in the diesel agreement governing preparatory time and time allowance for helpers on engines operating through terminals.
- (3) Revision of Article 35 to remove restriction on starting time of firemen in yard service, and
- (4) Clarification of Clause (C) of Article 35 in connection with a regularly assigned yard fireman who starts a second shift within a twenty-four hour period.

The current collective agreement is revised as follows:—

Article 1

RATES OF PAY PER DAY OF 100 MILES

Classification by Weight on Drivers (Pounds)	Passenger	Freight	
	All Engines	Coal and Diesel- Electric	Oil
	\$	\$	\$
Less than 140,000 lbs.....	9.97	10.77	10.61
140,000 lbs. to 170,000 lbs.....	10.15	10.95	10.79
170,000 lbs. to 200,000 lbs.....	10.24	11.13	10.97
200,000 lbs. to 250,000 lbs.....	10.33	11.31	11.15
250,000 lbs. to 300,000 lbs.....	10.33	11.49	11.49
300,000 lbs. to 350,000 lbs.....	10.42	11.67	11.67
350,000 lbs. to 400,000 lbs.....	10.51	11.85	11.85
400,000 lbs. to 450,000 lbs.....	10.60	12.03	12.03
450,000 lbs. to 500,000 lbs.....	10.68	12.21	12.21
500,000 lbs. and over.....	10.77	12.39	12.39

Oil differential not to apply on engines weighing over 215,000 lbs. on drivers.

The following rates will apply for firemen in freight service between Cartier and Fort William on M4, P2 and R Class engines.

	P2,	M4 R	Coal \$11.10 11.47	Oil \$10.89 11.47
Minimum Day in Passenger Service	In all passenger service, the earnings from mileage, overtime, or other rules applicable, for each day service is performed, shall be not less than ten dollars and eighty-eight (\$10.88) for Firemen			
Watching Engines	Firemen watching and caring for engines on outside shop tracks at terminals, or when ordered from terminals, to watch engines at outside points: Per day of 8 hours or less,..... \$10.72 Overtime 3/16 of the daily rate per hour			
	ARTICLE 34			
Hostlers Service	(a)	Hostlers, per day of eight (8) hours or less.....		\$11.38
		If hostlers are employed in handling engines between passenger stations and roundhouses or yards or on main tracks they will be paid per day of eight (8) hours or less.....		\$12.06
		If men are employed to assist hostlers in handling engines between passenger stations and roundhouses or yards or on main tracks they will be paid per day of eight (8) hours or less.....		\$10.70
	ARTICLE 35			
Yard Service	(a)	Rates of Pay per day of eight (8) hours:		
		Classification by Weight on Drivers		
		Less than 140,000 lbs.....		\$11.07
		140,000 lbs. to 200,000 lbs.....		11.21
		200,000 lbs. to 300,000 lbs.....		11.35
		300,000 lbs. to 400,000 lbs.....		11.53
		400,000 lbs. to 500,000 lbs.....		11.71
		500,000 lbs. and over.....		11.89

Clause (i) to be revised to read as follows:

"Where an independent assignment is worked regularly the starting time will be during one of the periods provided in sections (f) or (h)."

NOTE: Exceptions to the above may be made to cover local requirements in isolated cases where mutually agreed to between the appropriate officer of the Company and the General Chairman. No change shall be made in the established application of this rule.

Firemen (Helpers)		VACATION RATES		
		Coal	Diesel	Electric
Passenger Service.....	(117 miles at \$10.24)	\$	11.98	(Per Day)
Through Freight and Spare Board.....	(110 miles at \$11.13)		12.24	
Wayfreight Service.....	(110 miles at \$11.53)		12.68	
Yard Service.....	(108-1/3 miles at \$11.21)		12.14	
		Oil		
Passenger Service.....	(117 miles at \$10.24)	\$	11.98	(Per Day)
Through Freight and Spare Board.....	(110 miles at \$10.97)		12.07	
Wayfreight Service.....	(110 miles at \$11.37)		12.51	
Yard Service.....	(108-1/3 miles at \$11.21)		12.14	
Hostlers				
Inside Hostlers.....		\$	11.38 per day	
Outside Hostlers.....			12.06 per day	
Assistant Hostlers.....			10.70 per day	

This Agreement is effective February 16, 1953 and will remain in effect as amended from February 16, 1953 until February 15, 1954 and thereafter until revised or superseded, subject to 60 days' notice by either party, which notice can be served at any time after December 15, 1953.

For the Brotherhood of Locomotive Firemen and Enginemen:

(Sgd.) J. GRAHAM,
General Chairman.

Approved:

(Sgd.) THOMAS MATTINGLY,
Vice-President.

For the Canadian Pacific Railway Company:

(Sgd.) G. N. CURLEY,
General Manager.

Montreal, Que., February 25, 1953.

Schedule "B"

CANADIAN PACIFIC RAILWAY COMPANY

Memorandum of Agreement between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen on behalf of Firemen (Helpers) and Hostlers employed in Canada on the Prairie and Pacific Regions.

This Agreement is in complete settlement of matters in dispute between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company as a result of the notice from the B. of L. F. & E. dated February 1, 1952 for:—

(1) An increase in wage rates of \$2.80 per day.

(2) Escalator clause.
 (3) Representation rule,
 and the Notice from the Company under
 date of February 1, 1952 for:

(1) Necessary revisions to provide that
 a Fireman who takes his engine from
 a shop track or other similar point
 where he performs service in getting
 the engine ready will appear on duty
 30 minutes before time ordered for
 and will sign appearance book; 30
 minutes to be allowed at *pro rata*
 rates for preparatory service.

(2) Revise and clarify certain clauses in
 the diesel agreement governing pre-
 paratory time and time allowance for
 helpers on engines operating through
 terminals.

(3) Revision of Article 35 to remove
 restriction on starting time of fire-
 men in yard service, and

(4) Clarification of Clause (C) of
 Article 35 in connection with a
 regularly assigned yard fireman who
 starts a second shift within a twenty-
 four hour period.

The current collective agreement is revised as follows:—

Article 1

RATES OF PAY PER DAY OF 100 MILES

Classification by weight on drivers (Pounds)	Passenger	Freight
	\$	\$
Less than 140,000 lbs.....	9.97	10.77
140,000 lbs. to 170,000 lbs.....	10.15	10.95
140,000 lbs. to 170,000 lbs. M4.....	10.16	11.10
170,000 lbs. to 200,000 lbs.....	10.24	11.13
200,000 lbs. to 250,000 lbs.....	10.33	11.31
200,000 lbs. to 250,000 lbs. P2, R3 bed.....	10.33	11.47
250,000 lbs. to 300,000 lbs.....	10.33	11.49
300,000 lbs. to 350,000 lbs.....	10.42	11.67
350,000 lbs. to 400,000 lbs.....	10.51	11.85
400,000 lbs. to 450,000 lbs.....	10.60	12.03
450,000 lbs. to 500,000 lbs.....	10.68	12.21
500,000 lbs. and over.....	10.77	12.39

(a) Watching and caring for engines. Firemen per hour.....	\$1.27
(b) While held for special service, if time lost, eight (8) hours to be allowed per day of twenty-four (24) hours ..	\$1.27
Firemen per hour.....	
(c) Attending court on request of Company, if time lost, eight (8) hours to be allowed per day of twenty-four (24) hours. Firemen per hour.....	\$1.27

Rotary Plow Service;—

Rotary plow service per day of eight (8) hours or less; overtime pro rata:	
East of Crownsnest and Lake Louise.....	\$11.13
Valley.....	11.20
Mountain.....	11.73

ARTICLE 2

Road Service;

(b) In all passenger service the earnings from mileage, overtime, or other rules applicable for each day service is performed shall be not less than ten dollars and eight-eight cents (\$10.88) for Firemen.

ARTICLE 35

Yard Service;

Firemen's rates per day of eight (8) hours:

Classification by Weight on Drivers

Less than 140,000 lbs.....	\$11.07
140,000 lbs. to 200,000 lbs.....	11.21
200,000 lbs. to 300,000 lbs.....	11.35
300,000 lbs. to 400,000 lbs.....	11.53
400,000 lbs. to 500,000 lbs.....	11.71
500,000 lbs. and over.....	11.89

Clause (h) to be revised to read as follows:

Where an independent assignment is worked regularly the starting time will be during one of the periods provided in clauses (e) and (g).

Note: Exceptions to the above may be made to cover local requirements in isolated cases where mutually agreed to between the appropriate officer of the Company and the General Chairman.
 No change shall be made in the established application of this rule.

ARTICLE 42

Hostlers

(a) Rate per day of eight (8) hours or less; overtime shall be paid on the minute basis at one and one-half times the hourly rate.
 Hostlers.....\$11.38

VACATION RATES

Firemen (Helpers)—

Passenger Service.....	(117 miles at \$10.24)	\$11.98	per day
Through Freight and Spare Board.....	(110 miles at \$11.13)	12.24	per day
Wayfreight Service.....	(110 miles at \$11.53)	12.68	per day
Yard Service.....	(108-1/3 miles at \$11.21)	12.14	per day

Hostlers \$ 11.38 per day

NOTE: On the British Columbia District to the daily rates specified above for Road Locomotive Firemen in passenger and freight service, a flat amount of 33 cents per day will be added in lieu of Mountain and Valley differentials.

This flat amount will also be applied to road Locomotive Firemen engaged in assisting service on Field Hill (between Field and Lake Louise) and to Road Locomotive Firemen on the Esquimalt and Nanaimo Railway..

This Agreement is effective February 16, 1953, and will remain in effect as amended from February 16, 1953 until February 15, 1954 and thereafter until revised or superseded, subject to 60 days' notice by either party, which notice can be served at any time after December 15, 1953.

For the Brotherhood of Locomotive Firemen and Enginemen:

(Sgd.) J. GRAHAM,
General Chairman.

Approved:

(Sgd.) THOMAS MATTINGLY,
Vice-President.

For the Canadian Pacific Railway
Company:

(Sgd.) C. E. LISTER,
Acting
General Manager,
Prairie Region.
(Sgd.) J. C. JONES,
General Superintendent,
Pacific Region.

Montreal, Que., February 25, 1953.

Canadian Railway Board of Adjustment No. 1 Releases Decision in Recent Dispute

The decision in a case heard January 13, 1953, by the Canadian Railway Board of Adjustment No. 1 has been released.

The dispute concerned the claim of a locomotive fireman for a minimum day plus arbitraries, a total of 119 miles, after he had been on duty and been paid for only 22 miles due to involvement in a level crossing accident.

Case No. 631—Dispute between Canadian National Railways (Western Region) and Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a locomotive fireman for a minimum day, plus arbitraries.

On December 4, 1951, according to the joint statement of facts presented to the Board, the engineer and fireman were ordered to bring an engine from Neebing to Port Arthur. En route they were involved in a crossing accident with an automobile, which resulted in the death of two occupants of the car, both acquaintances of the fireman. At Port Arthur, the fireman did not feel able to continue his regular freight run because of his experience. He booked sick and was released.

He submitted a claim for a minimum day of 100 miles plus arbitraries, a total of 119 miles. Payment was made for actual time on duty, one hour and 45 minutes, representing 22 miles. The claim, therefore, was for 97 miles.

The railway declared that when it was necessary for a crew to bring an engine the nine miles from Neebing to Port Arthur for an assignment out of the latter terminal, payment for the run was made on the basis of initial terminal delay from the time required to report for duty at Neebing until departure from the outer switch at Port Arthur.

It contended that Port Arthur and Neebing have always been considered as one terminal for the purposes of dispatching engines from Neebing for assignments out of Port Arthur. The engineer in the case, who had continued the run, claimed and was paid on this basis. Had the fireman continued the run, he would have claimed and been paid the same mileage as the engineer. Therefore his claim for a minimum day was not justified.

The Brotherhood contended that Neebing and Port Arthur are separate designated terminals and are considered joint terminals only for the exercise of seniority by enginemen assigned to these Lakehead points.

Citing articles in the agreement covering firemen, helpers and hostlers which state that road mileage commences and ends at the outer switch of terminal yards, and that 100 miles or less and eight hours or less shall constitute a day in freight service, the Brotherhood contended that the fireman was entitled to a basic day of 100 miles from the outer switch of Neebing yard to the outer switch of Port Arthur yard.

The Board decided that the case was based on inability of the fireman to continue on duty out of Port Arthur as a result of an occurrence in the performance of his duty for which he had no responsibility and that under these circumstances the claim for a minimum day appeared justified.

The contention of the Brotherhood was sustained by the Board, which also recommended that the two parties concerned confer together to arrive at a mutually satisfactory understanding concerning the movement of engines between Port Arthur and Neebing.

Saskatchewan Department of Labour

(Continued from page 692)

A new Fire Prevention Act was passed in 1951 which consolidated previous legislation. The work of the Branch increased during the year, both in educational activities and inspection of buildings for fire hazards.

The Branch inspected 4,031 buildings, including all schools, hospitals, hotels, churches, oil storage tanks and warehouses in 58 towns, 137 villages and 55 hamlets. In cities, 68 special inspections were made of hotels, hospitals and nursing homes. In addition, 112 special investigations were made into fires, many of which were of a suspicious nature. A total of 1,333 formal orders was issued to remedy fire or life hazards. There were 81 lightning rod inspections.

Fire prevention activity also took the form of volunteer firemen training in 12 centres, fire brigades conferences, civil defence schools, film showings, public

meetings, and meetings with hospital boards, school boards, boards of trade, and municipal councils.

All manufacturers, wholesalers, retailers and installers of oil burners must hold a licence issued by this Branch. A total of 9,686 licences was issued in 1951. Seventy-two licences were issued to manufacturers or installers of lightning rods.

The theatres division inspects and licenses theatres and public halls under the Theatres and Cinematographs Act to ensure that their equipment for the projection of films is safe. A total of 1,237 inspections was made in 1951.

Seventy-one persons took examinations for projectionists' certificates and all but five were successful. Operators' licences were issued during the year to 980 persons. There were 122 licensed apprentices serving under qualified operators.

ILO Governing Body

(Continued from page 695)

Asian Countries, of the Latin-American Manpower Technical Conference, of the Committee on Industrial Committees, of the Committee on Standing Orders and the Application of Conventions and Recommendations, and of the International Organizations Committee. The agenda was

decided for the second session of the Committee of Experts on Indigenous Labour and the program of meetings for the balance of the year was approved.

The 122nd session of the Governing Body and its Committees will be held in Geneva from May 26 to June 1.

and Wage Schedules

Recent Collective Agreements

A pension plan and severance awards are provided under an agreement between Firestone Tire and Rubber Company of Canada Ltd. and United Rubber, Cork, Linoleum and Plastic Workers of America, summarized below. Under the pension plan employees are paid a pension of \$80 a month at age 65, after 25 years of service, subject to certain deductions, including one-half of any statutory old age or disability benefit payments. Severance awards are provided for certain employees ineligible for any company-sponsored pensions.

Manufacturing

Rubber Products—Hamilton, Ont.—Firestone Tire and Rubber Company of Canada Limited and United Rubber, Cork, Linoleum and Plastic Workers of America, Local 113.

Agreement, entered into September 26, 1952, following strike (L.G., Nov. 1952, p. 1547), to be in effect from January 25, 1952, to January 25, 1954, and thereafter from year to year, subject to notice. However, should economic conditions warrant, either party shall have the right to re-open the general wage scale once between May 1, 1953, and January 25, 1954.

Union security: union shop for new employees.

Check-off: compulsory for new, voluntary but irrevocable for old employees.

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours in any 24-hour period (except in the case of a change of shift) and for work between 7 a.m. Saturday and 7 a.m. Monday; double time for work on 8 specified paid holidays. Production employees shall not be required to work between 7 a.m. Saturday and 7 a.m. Monday during the period June 15 to September 15, 1953.

Vacations with pay: after one year's service one week, after 5 years' service 2 weeks and after 15 years' service 3 weeks. Employees with more than 3 months but less than one year of continuous service will receive 2 per cent of their earnings.

Wages are increased by 8 cents per hour effective as of the date of return to work after the strike. Employees who return to work and who were on the active payroll on January 25 and also on June 3, 1952, will each receive \$50 retroactive pay; those hired between the two dates will receive pay on a *pro rata* basis. Authorized day work rates used by piece workers shall be 80 per cent of piece work base rates. There shall be no differential in job classification rates solely by reason of an employee's age or sex.

Off-shift differential: employees on shift operations will be granted a premium of 3 cents per hour for work on the afternoon shift and a premium of 5 cents per hour for work on the night shift.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Provision is made for *grievance procedure* and *seniority rights*.

Pension Plan and Severance Award Agreement

This separate agreement entered into on September 26, 1952, subject to the approval of the Board of Directors and the shareholders of the company and subject to obtaining and retaining such approval of the Pension Plan by the relevant tax authorities as would entitle the company to deduct the amount of its contribution to the Pension Fund as an expense before taxes under the applicable tax laws, is to continue in effect at least until January 25, 1957. During the term of this agreement or of any renewal thereof the unions shall not make any demands that this pension agreement be changed in any respect or terminated or that a new Pension Plan or additional severance awards be established for the employees.

Pension Plan

Normal Retirement: any employee who has been in active employment on or after the effective date of the plan, has attained his normal retirement date (the first day of the month next following an employee's 65th birthday or the effective date of the plan, whichever is later) and has 15 or more years of credited service at the time of his retirement, shall be eligible for a pension upon his retirement; the monthly amount of such pension shall be \$3.20 for each year of his credited service up to a maximum of 25 years. Retirement shall not be compulsory at any stated age but an employee who has attained his normal retirement date may be retired at the discretion of the company if he is unable to perform efficiently the requirements of his job classification.

Early Retirement: any employee who has attained age 60 but not his normal retirement date and who has 20 or more years of credited service may retire with the consent of the company and shall be eligible for a pension. The monthly amount of such pension shall be \$3.20 for each year of his credited service up to a maximum of 25 years, reduced by six-tenths of one per cent for each complete month to elapse from his retirement to his normal retirement date.

Total and Permanent Disability Retirement: an employee who becomes totally and permanently disabled while accumulating seniority with the company after the effective

tive date of the plan and prior to his normal retirement date and who has 20 or more years of credited service shall be eligible for a disability pension of \$50 per month during the continuance of such total and permanent disability.

Deductions: there shall be deducted from the amount of pensions payable to each retiree under the above provisions:—

(a) one-half of any statutory benefit (old age or disability benefit payments) to which he is entitled;

(b) the full amount of any benefit, annuity, pension or payment payable to such retiree after retirement on account of injury or occupational disease;

(c) the full amount of any benefit, annuity, pension or payment of similar kind payable to such retiree after retirement under any other plan of the company to which the retiree is or upon application would become entitled, provided, however, that the amount of such deduction shall be decreased by the amount which shall be attributable to any contribution which the retiree shall have made to the source or fund of such payment.

Administration: the plan shall be administered by a Board of Administration appointed by the company. The Board shall have such authority and perform such duties, consistent with this plan, as may be determined from time to time by the company.

Financing: the company shall establish a Pension Fund which shall consist of a trust fund or funds and/or an Insurance Company or Government Annuities Branch contract or contracts for the purpose of providing the pension benefits under the plan. The company shall maintain in the Pension Fund assets of an amount estimated, on a sound actuarial basis, to be sufficient to pay all pensions theretofore awarded to retirees under the plan.

Severance Awards

The company will pay a severance award to any employee who is released from employment because he is physically or mentally unable to perform the work of his classification or that of another classification to which he might be eligible for transfer, provided he has five or more years of credited service but is ineligible for any company-provided pension. The severance award shall be payable in a lump sum and shall be equal to two per cent of the employee's total earnings for the period of his credited service. In the case of union officials who received no compensation from the company during any period of authorized absence while on union business and in the case of employees whose credited service includes any period during which they were absent for service with the armed forces and received no compensation from the company, the total earnings for the purpose of calculating any severance award shall include the compensation which they would have received had they been available for regular employment during such periods.

Paper Products—Vancouver, B.C.—Pacific Mills Limited (Vancouver Converting Plant) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 433.

Agreement to be in effect from November 1, 1952, to October 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: union shop for new employees with maintenance of membership for all.

Hours: 8 per day, an average of 40 hours per week. **Overtime:** time and one-half for work in excess of 8 hours in any one day or of 40 hours average per week and for all work on Saturdays (except for employees regularly engaged on maintenance), Sundays and on 2 specified unpaid holidays; double time and one-half for work on 7 (previously 6) specified paid holidays.

Vacations with pay: one week after one year's continuous service, provided an employee has worked two-thirds of the full-time hours available on his job during the year; employees who have qualified for 3 one-week vacations will be granted an additional week and those who have qualified for 15 one-week vacations a third week. Employees with less than one year's service but who have worked two-thirds of the full-time hours available on their job during the preceding year will be granted one week; those who do not so qualify will be allowed one-eighth of a day for each full week of work performed during their employment.

Hourly wage rates for certain classifications: bag plant—bag machine adjuster \$1.51 to \$1.73; bag machine tender, male \$1.38 to \$1.45, female \$1.14 to \$1.24; bag baler \$1.41; tissue plant—machine adjuster \$1.58 and \$1.64; roll loader and adjuster helper \$1.38 to \$1.44; coremaker, towel folder operator \$1.45; case sealer \$1.38, metal edger operator (female) \$1.25; maintenance—mechanic \$1.42 to \$1.87, carpenter-storekeeper \$1.42 to \$1.75, painters \$1.48 to \$1.75; printing plant—Kidder pressman, Austill pressman \$1.55 to \$1.90, aniline pressman \$1.45 to \$1.66, three colour 48-inch aniline press \$1.45 to \$1.76, plate maker \$1.43 to \$1.53, head plate man \$1.61 and \$1.75; main plant—gummerman \$1.56 to \$1.70, helpers \$1.44 and \$1.46, waxerman \$1.58, female help \$1.14 to \$1.22, men's base rate \$1.38. (The above rates are in most cases from 3 to 6 cents per hour higher than the previous basic rates.)

Night shift differential: a shift differential of 6 cents per hour will be paid for night work.

Provision is made for seniority rights, grievance procedure and the safety and health of employees.

Metal Products—Montreal, P.Q.—Canadian Vickers Limited (Engineering Division) and International Brotherhood of Boilermakers, Iron Ship Builders, Welders and Helpers of America, Local 271, International Association of Machinists, Local 631, Sheet Metal Workers' International Association, Local 116, and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 825.

Agreement to be in effect from August 18, 1952, to August 17, 1953, and thereafter from year to year, subject to notice.

Union security: maintenance of membership.

Check-off: voluntary but irrevocable.

Hours: 9 per day Monday through Friday, a 45-hour week. Where the working force is placed on three 8-hour shifts employees will be allowed a 20-minute lunch period without deduction of pay. **Overtime:** time and one-half for work in excess of regular working hours on any one shift and for work on Saturdays; double time for work on Sundays and on 7 specified holidays, 5 of which are *paid holidays* (previous agreement provided for 4 paid holidays).

Vacations with pay shall be in accordance with Ordinance No. 3 and amendments (one week after one year's service). After 2 years' accumulated service (as calculated from January 1, 1946) employees shall receive 2 extra days' pay, after 3 years 3 extra days' pay and after 4 years 4 extra days' pay; after 5 years' accumulated service employees shall receive an additional week's vacation with pay. In calculating accumulated service full credit will be allowed to employees who temporarily left the company to serve in the Armed Forces.

Hourly wage rates for certain classifications: boiler and plate shop—marker off \$1.52 to \$1.67, boilermakers \$1.52 to \$1.58, blacksmiths \$1.42 to \$1.58; welders, licenced \$1.50 to \$1.58, unlicenced \$1.35 to \$1.48; union melt operators \$1.50 to \$1.58, burners \$1.31 to \$1.40, caulkers \$1.40 to \$1.50, chippers \$1.28 to \$1.36, drillers \$1.28 to \$1.38, slingers \$1.12 to \$1.30; helpers, sweepers and labourers \$1 to \$1.19; machine shop—attendants (tool crib, stores) \$1.10 to \$1.22, clerks \$1.10 to \$1.47, crane men \$1.25 to \$1.41, drillers \$1.16 to \$1.46; grinders, millwrights \$1.33 to \$1.61; planer \$1.47 to \$1.61, toolmakers \$1.39 to \$1.66; sheet metal shop—layout \$1.50 to \$1.65, sheet metal \$1.40 to \$1.50; assembler, machine operator \$1.30 to \$1.40; trainee sheet metal \$1.19 to \$1.40, helper \$1 to \$1.19; copper and pipe shop—coppersmith \$1.53 to \$1.68, slab man \$1.50 to \$1.60, pipefitters and plumbers \$1.40 to \$1.50, trainees \$1.19 to \$1.40, lathe hand \$1.30 to \$1.40, labourers \$1 to \$1.19.

Dirty work: certain specified dirty work will be compensated by an additional 15 cents per hour above the regular rates.

Night shift differential: men working on regular night shifts will be paid at the rate of time and one-eighth.

Apprentices shall be properly indentured. The number of apprentices shall be limited to one for every 5 journeymen. On completion of 8,800 hours of service apprentices shall receive the journeymen's rate.

Provision is made for *grievance procedure*, *seniority rights* and the *safety and health* of employees.

Aircraft—Toronto, Ont.—De Havilland Aircraft of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 112.

Agreement to be in effect from September 1, 1952, to August 31, 1954, and subject to notice, "it shall continue in effect for a further two years period without change and so on from year to year thereafter".

Check-off: compulsory for all employees. This provision will become null and void should there be any strike or other collective action to stop or interfere with production.

Hours: 8 per day Monday through Friday (for boiler engineers any 5 days of the week), a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours at a stretch on any regular working day and for work on Saturday; double time for work on Sundays (boiler engineers will be paid time and one-half for work on Saturday and Sunday) and double time and one-half for work on 8 specified *paid holidays*.

Rest and wash-up periods: a rest period of 10 minutes at a time mutually agreed upon and a wash-up or clean-up period of 5 minutes before the end of the work shift will be maintained.

Vacations with pay: employees who have been on the company's payroll for not less than 3 months prior to June 1 of any year that the agreement is in effect will be entitled to a vacation with pay on the following basis: after one year's service to one week with pay equivalent to 2 per cent of their earnings during the preceding year, after 2 years' service to one week with pay equivalent to 3 per cent, after 3 years' service to 2 weeks with pay equivalent to 4 per cent and after 15 years' service to 3 weeks with pay equivalent to 6 per cent of their earnings during the preceding year (the last provision is new).

Hourly wage rates for certain classifications: group 1—tool and die maker, flight service engineer, class I inspector, \$1.80 to \$1.90; group 2—class II inspector, jig and fixture maker, senior heat treater, engine mechanic, flight service mechanic, steam-fitter and plumber, \$1.67 to \$1.77; group 3—radio or radar installer, class III inspector, various classes of mechanics (power plant, tube bending, airframe, salvage, instrument, hydraulic, woodworker, etc), tool and cutter grinder, \$1.58 to \$1.68; group 4—upholsterer, sub-assembler, airframe erector, welder, bench hand, die cleaner, cable splicer, drop hammer mechanic, \$1.52 to \$1.62; group 5—sheet metal machine operators, moulder drop hammer operator, tube bender, production workers, progress chaser, maintenance service operator, trades helpers, \$1.46 to \$1.56; group 6—bath operator, stock chaser, stores clerk, truck driver (licenced), \$1.41 to \$1.51; group 7—paint remover, doper, assembler, parts stamper, drill operator, riveter, \$1.36 to \$1.46; group 8—labourer, cleaner and sweeper, \$1.26 to \$1.36; boiler engineer, second \$1.68, third \$1.58, fourth \$1.48. Leadhands shall be paid 10 cents and chargehands 20 cents per hour extra while engaged in either category. (The above basic rates are from 14 to 17 cents per hour higher than the previous rates. However, part of this increase is due to the incorporation into the new rates of the cost-of-living bonus paid under the previous agreement.)

Escalator clause: in addition to the above rates employees will be paid a cost-of-living bonus of one cent per hour for each 1-3 points rise in the Dominion Bureau of Statistics' cost-of-living index above the figure of 186.1 (previously 180.9). Adjustments will be made upward and downward but in no event will a decline in the index below 186.1 provide the basis of a reduction in the wage rates.

Improvement factor: on March 1 and September 1, both in 1953 and 1954, employees will be granted a 2 cents per hour across-the-board increase as an improvement factor.

Off-shift differential: employees engaged on off-shifts will be paid a premium of 10 cents per hour.

Transportation allowance: the company will continue to provide a bonus of 3 cents per hour on all pay rates as a transportation allowance, such bonus to be included in the calculation of overtime payments.

Welfare plan: the company will contribute to the Group Insurance Plan a flat rate of 2 cents per hour, based on a 40-hour week.

Provision is made for **grievance procedure**, **seniority rights** and the **safety** of employees.

Porcelain Insulators—Hamilton, Ont.—
Canadian Porcelain Company Limited and National Union of Vitric and Ceramic Workers, Local 249 (CCL).

Agreement to be in effect from October 15, 1952, to October 15, 1953, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: the regular work week shall be one of 42½ hours, for day workers 8½ per day, Monday through Friday, and for shift workers 8 hours per shift. **Overtime:** time and one-half for the first 4 hours of work in excess of standard working hours in any one shift or week and on Saturdays, and for all work on 8 specified **paid holidays**; double time after the first 4 hours of overtime Monday through Saturday and for all work on Sundays. The above overtime rates for Saturdays and Sundays do not apply to watchmen, boilermen and continuous shift workers. Employees required to work 2 or more hours of overtime before or after completing a standard shift will be paid a meal allowance of \$1.

Rest periods: employees engaged on the day shift will be granted two 10-minute rest periods each day.

Vacations with pay: one week after one year's continuous service, two weeks after 3 years' continuous service and 3 weeks after 15 years' continuous or 25 years' total service, provided the latest period of continuous service has been 5 years or longer.

Basic hourly starting wage rates (non-incentive work): job evaluation grade No. 5 \$1.50, grade No. 6 \$1.45, No. 7 \$1.40, No. 8 \$1.35, No. 9 \$1.30, No. 10 \$1.25, No. 11 \$1.20; after 3 months the above rates are increased by 5 cents per hour. (The above starting rates are 15 cents per hour higher than the previous starting rates; however, the previous agreement provided for an increase of 5 cents per hour after one month and an additional increase of 5 cents per hour after 3 months.)

Night shift differential: regular night shift workers will be paid a shift bonus of 7 cents per hour for work on the second shift and 9 cents per hour on the third shift.

Welfare plans: the company agrees to maintain its present group life, accident and sickness and hospitalization plan for the duration of the agreement and to pay the same proportion of the cost on the same basis as before.

Seniority: after 3 months' service employees shall be allotted seniority on a departmental basis and after 12 months' service they shall be placed on a plant-wide seniority list. Union officials shall hold top plant-wide seniority during their term of office for purposes of lay-off and recall.

Provision is made for **grievance procedure** and the **safety and health** of employees.

Construction

Roads—Province of British Columbia—
Certain Firms, Members of The Road Builders and Heavy Construction Association and The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 213.

Agreement to be in effect from January 2, 1952, to January 1, 1955, and thereafter, subject to 60 days' notice. However, negotiations regarding wages only may be opened each year on the anniversary date of the agreement, on 60 days' notice; if agreement is not reached during such negotiations, the agreement as a whole shall be terminated in order to permit the parties to declare or authorize a strike or a lockout.

Union security: closed shop.

Hours: 8 per day Monday through Friday, a 40-hour week. Any time required for servicing equipment, before or after a shift, shall be paid for at the regular rate. On jobs outside a radius of 25 miles from the Vancouver city hall or on jobs where camps are maintained 44 hours a week may be worked at straight time. **Overtime:** time and one-half for the first 2 hours in excess of 8 hours per day Monday through Friday and for work in excess of 4 up to and including 10 hours worked on Saturday; (the first 4 hours on Saturday may be worked at straight time); double time for work in excess of 10 hours in any one day Monday through Saturday and for work on Sunday and on 9 holidays. No work is to be performed on Labour Day. Where by mutual agreement truck drivers agree to service equipment on Sunday the first 4 hours so worked shall be paid for at time and one-half. Truck drivers on "A" frames working with sections of the heavy construction industry shall continue to be paid the extra overtime rates usually paid by those sections.

Shift work: when additional shifts are required and continued for 3 or more consecutive nights 8 hours' pay will be granted for 7½ hours on the second or 7 hours on the third shift. This shall not apply where circumstances prohibit the working of a normal shift.

Vacation pay will be provided as required by provincial law.

Minimum hourly wage rates: turnwagon, \$2.20; bottom dumps, \$2.10; dumptor operators, \$1.78; Euclid type trucks, \$1.78 to \$1.98; dump trucks, \$1.57 and \$1.67; semi-trailers, spray trucks, \$1.78; low bed, \$1.78 and \$1.88; fuel and water wagons, \$1.57 and \$1.67; loadermobile under 5 tons capacity, winch trucks up to 5 tons capacity, \$1.67; man-haul (class A licence), \$1.75; pickup to 2,000 pounds, \$1.52; flatbed "A" frames up to and including 3 tons capacity, \$1.57; over 3 tons capacity and those working steadily 60 per cent of the time with special trades, \$1.98. The rates for tunnel work underground are 10 per cent higher than the above rates.

Out-of-town jobs: truck drivers required on out-of-town jobs will receive transportation, meals not exceeding \$5 daily on boats or trains and \$4 daily in restaurants, and travelling time up to 8 hours in 24 (including Saturday, Sunday and statutory holidays) when travelling during working hours; if night travel is necessary a sleeper will be provided. If company vehicles are

used for transportation to out-of-town jobs and driven at the driver's discretion straight time rates only will apply.

Provision is made for *grievance procedure*.

Trade

Retail Stores—Bell Island, Nfld.—Bell Island Business Men's Association and The Retail Clerks' International Association, Local 1621.

Agreement to be in effect from October 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 60 days' notice.

Hours: 4 days of 7½, one day of 9½ and one day of 3½ hours, a 43-hour week, provided the Bell Island Shops Act is amended to provide for store opening hours to conform to the above schedule; otherwise the hours shall revert to 3 days of 7½, 2 days of 9½ and one day of 3½ hours, a 45-hour week. The above hours shall not apply to the 6 clear working days preceding Christmas Day. During July and August the 7½-hour days shall be reduced by one hour. The hours for drug stores and restaurant employees shall be mutually agreed upon by the proprietors and the union. **Overtime:** time and one-half for work in excess of the daily hours agreed upon and for work on whole holidays. The minimum overtime payment shall be \$1. Statutory holidays shall be observed in accordance with the Shops Act, 1940, as amended.

Vacations with pay: after one year's service 12 days, after 10 years' service 18 days. Employees with more than 6 months but less than one year of service will receive one day for each completed month of service. Longer vacations with pay will be allowed if taken during January, February and March.

Sick leave: employees will be entitled to paid sick leave on the basis of one week with full pay and one week with half pay for each year of continuous service. Further sick leave pay shall be at the discretion of the employer.

Minimum weekly wage rates: first year \$13.50, second year \$15, third year \$16.50, fourth year \$18, fifth year \$19.50, thereafter \$21; fore-ladies \$23, sales ladies performing bookkeeping duties \$2 over shop experience rates. (The above rates are \$2.50 per week higher than the previous rates.)

Uniforms, where required, shall be furnished by the employees. Laundering and cleaning expenses shall be borne by the employer.

Provision is made for *seniority rights* and *grievance procedure*.

Service

Professional Establishments—Vancouver, B.C.—The Vancouver General Hospital and Hospital Employees' Federal Union No. 180 (TLC).

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to notice.

Union security: maintenance of membership for old and union shop for new employees (except X-ray technicians).

Hours: 8 per day 5 days per week over a 2-week work period, an average of 40 (previously 44) hours per week in any 2-week period with the following exceptions: for clerical positions the hours of work shall

not exceed an average of 39 per week in any 2-week period; for X-ray technicians and junior photographers the present hours are to remain in force. **Overtime:** time and one-half for work in excess of an employee's regular hours. For clerical employees periods of less than one-half hour in excess of normal hours do not constitute overtime.

Statutory holidays: employees will be entitled to 11 specified holidays and, in addition, to the Day of the Queen's Coronation, provided the latter is declared a public holiday. Employees required to work on public holidays will receive comparable time off with pay, such time off to be taken within 30 calendar days prior to or subsequent to the holiday. Where this proves to be inoperable an employee may accumulate up to 3 working days to be taken in addition to the regular annual vacation. If comparable time off cannot be granted employees will be paid time and one-half in addition to the regular wages for time worked on a public holiday.

Rest periods: a 15-minute rest period each normal work day will be granted to all employees with the exception of female laundry employees and X-ray technicians who will be allowed two 10-minute rest periods each 8-hour shift.

Vacations with pay: after one year's continuous service 2 weeks, after 10 years' continuous service 3 weeks. Employees with more than 6 months but less than one year of continuous service will receive vacation time on a *pro rata* basis. The above does not apply to X-ray technicians who will receive 4 calendar weeks.

Sick leave: after 3 months' service regular employees shall be eligible for sick leave credits with pay on the basis of 1½ days per month, cumulative, retroactive to the first completed calendar month of their employment. Employees with accumulated sick leave to their credit shall turn over to the Hospital any moneys received from the Workmen's Compensation Board; they will then receive full pay up to the value of the accumulated sick leave and be deducted from their accumulated sick leave one-third of the time they were absent.

Superannuation: all employees shall be retired upon reaching the maximum superannuation age. To comply with the Municipal Superannuation Act the Hospital will make every effort to engage employees within the qualifying ages of the Act.

Monthly wage rates for certain classifications: anaesthesiology department—oxygen therapy attendant \$260.75 to \$285.50, anaesthesiology attendant \$164.25; dietary department—cooks \$193.50 to \$291.75, butcher \$285.50, kitchen helpers \$164.25 to \$230, waitress, kitchen maid \$143.75 to \$158.25; housekeeping department—internes' residence attendant \$221.25, building housekeeper \$170, linen sorter, ward assistant, maid \$143.75 to \$158.25; laundry department—washman \$273.25, extractor man \$254.75, laundry helper \$230, checker, starcher, dampener, pressing operator \$164.25; maintenance department—electrician \$342.50; elevator mechanic, carpenter, plumber \$328; service man \$304, painter \$303.25, gardener, splint man \$254.75, utility man \$236.25; nursing department—sterilizer \$223.75 to \$242.25, nurse aide \$164.25, home matron \$143.75 to \$158.25; orderly division—orderlies \$223.75 to \$273.25, barber \$239.75; radiology department—dark room developer (male) \$233.50

to \$267, radiology attendant \$164.25, technicians \$192.25 to \$283.75; clerical positions—junior clerk, female \$158.25 to \$176, male \$174.25 to \$192.75; clerk, female \$176 to \$205.25, male \$192.75 to \$223.75; senior clerk, female \$187.75 to \$222.75, male \$254.75 to \$291.75; stenographer, information clerk, vari-type operator \$176 to \$205.25; payroll clerk, bookkeeper \$187.75 to \$222.75; chief clerk \$298 to \$335. (The above rates represent increases of approximately 2 per cent for female and 3 per cent for male employees over the previous rates.)

Off-shift differential: employees on the evening and night shifts will be paid 20 cents per shift extra.

Uniforms will be supplied by the Hospital to all employees required to wear same, with the exception of X-ray technicians.

Seniority: in the release, transfer or promotion of employees efficiency and required qualifications shall be the primary consideration; where such requirements are equal, seniority shall be the determining factor.

Provision is made for *grievance procedure*.

Professional Establishments—Vancouver, B.C.—The Vancouver General Hospital and Employees' Federal Union No. 180 (Nursing Section).

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to notice.

Hours: 8 per day not to exceed 80 (previously 88) hours in a 2-week scheduled period.

Overtime: hours worked in excess of 80 in a 2-week schedule will be compensated by comparable time off or at the rate of time and one-half if comparable time off cannot be granted.

Statutory holidays: employees will be entitled to 11 specified holidays and, in

addition, to the Day of the Queen's Coronation if the latter is declared a public holiday. Employees required to work on public holidays will receive comparable time off with pay, such time off to be taken within a period of 30 days prior to or subsequent to the holiday. Where this proves to be inoperable an employee may accumulate up to 3 days to be taken in addition to the regular annual vacation.

Rest periods: all graduate nurse employees will be granted a 15-minute rest period each 8-hour shift.

Vacations with pay: after one year's continuous service 3 (previously 4) weeks. Employees with more than 6 months but less than one year's continuous service will receive a partial vacation on a *pro rata* basis.

Sick leave: after 3 months continuous service regular employees will be granted sick leave with pay on the basis of 1½ days per month, cumulative, retroactive to the first completed calendar month of their employment.

Superannuation: in order to comply with the terms of the Municipal Superannuation Act the Hospital will make every effort to hire persons within the qualifying ages of the Act.

Monthly wage rates: head nurse \$244.75 to \$281.50; assistant head nurse, admitting nurse \$232.50 to \$269.25; general duty nurse \$226.50 to \$263.25. (An increase of approximately 2 per cent over the previous rates.)

Off-shift differential: nurses engaged on the evening and night shifts will receive 20 cents extra for each shift worked.

Seniority: in the release, transfer or promotion of nurses, efficiency will be the primary factor. Seniority will also be considered.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of 13 others. In addition to those summarized below, they include: the amendment of the agreements for retail food stores at Quebec and for oxide miners at Red Mill, published in the *Quebec Official Gazette* February 28; for garages and service stations at Sherbrooke, for the building trades at Sorel, for barbers

and hairdressers at Trois-Rivières and for the printing trades at Montreal, in the issue of March 14, as well as the amendment of the agreements for barbers and hairdressers at St. Hyacinthe and at Roberval, gazetted March 21.

Requests for the amendment of the agreements for trade and office employees at Jonquière, for the printing trades and for the metal trades at Quebec were published February 21; for garages and

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed

for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

service stations and for funeral service employees at Montreal in the issue of February 28; for barbers and hairdressers in the counties of Joliette, *et al* and at Rouyn-Noranda, in the issue of March 7. A request for the correction of the agreement for the men's and boys' clothing industry in the province and requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe, for the building trades at Hull, for hospitals, etc., in some eastern counties of the province and for plumbers at Trois-Rivières were gazetted March 14. A request for a new agreement for the retail trade at Dolbeau and Mistassini and requests for the amendment of the agreements for barbers and hairdressers at Trois-Rivières, for the building trades at Joliette and for the printing trades at Montreal were all published in the issue of March 21.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

Manufacturing

Printing Trades, Montreal

An Order in Council dated March 12 and gazetted March 21 amends the previous Orders in Council for this industry (L.G., May 1949, p. 604; June 1951, p. 827; June 1952, p. 780; Jan. 1953, p. 97, March, p. 432, and previous issues). Another amendment to this agreement was gazetted March 14, 1953.

Territorial jurisdiction is amended by providing that firms in the town of L'Assomption and within a radius of two miles of its limits which were publishing and printing one or more weekly newspapers as of December 31, 1952, will be included in Zone II.

Ornamental Iron and Bronze Workers, Montreal, Trois-Rivières and Sherbrooke Districts

An Order in Council dated March 5 and gazetted March 14 amends the previous Orders in Council for this industry (L.G., Feb. 1951, p. 233; June, p. 827; Aug., p. 1107; Oct., p. 1377; Jan. 1952, p. 55).

Minimum hourly wage rates in Zone I (Montreal District). mechanics, erectors \$1.50 per hour; fitter, blacksmith \$1.33; helper (shop or field) \$1.17. (The above rates are from 6 to 12 cents per hour higher than those previously in effect.)

Building Materials Industry, Province of Quebec

An Order in Council dated February 19 and gazetted February 28 amends the previous Orders in Council for this industry

(L.G., June 1950, p. 872; Aug., p. 1185; Dec., p. 2067; Nov. 1951, p. 1539; Feb. 1953, p. 283; April, p. 582).

Marble Industry

Minimum hourly wage rates in Zone II: hand cutter \$1.38; carborundum machine operator, compressor \$1.06; hand and machine polisher, bed rubber face, bed rubber end, craneman \$1; saw setter 94 cents; helper and labourer 81 cents; sawyer on gang saws from 75 cents in first 3 months to \$1 after 3 months; quarrymen—drill runner, channel runner 88 cents, helper 75 cents; labourer (crusher plant) 81 cents; watchman \$37.50 per week; apprentice marble cutters and setters from 88 cents in first year to \$1.25 in fourth year; apprentice carborundum machine operators 88 cents in first 6 months to \$1 in third 6 months; apprentice polishers 88 cents in first 3 months, thereafter \$1. (The above rates are from 15 to 28 cents per hour higher than those formerly in effect and the rate for watchman is \$7.50 per week higher.)

Construction

Building Trades, Montreal

An Order in Council dated March 5 and gazetted March 14 amends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432, April, p. 582).

Asbestos Insulation

Minimum hourly wage rates: mechanic \$1.85; junior mechanic \$1.45; apprentices from 95 cents per hour in first year to \$1.25 in third year. (The above rates are from 5 to 15 cents per hour higher than those previously in effect.)

Vacation with pay provisions are those which are applicable to all building trades at Montreal as follows: 2 per cent of gross earnings during vacation with pay credit period. (7 consecutive days off for continuous employment with one employer between May 1 of one year and April 30 of next.) Vacation credit stamps redeemable from the Minimum Wage Commission.

Building Trades, St. Hyacinthe

An Order in Council dated March 5 and gazetted March 14 amends the previous Orders in Council for this industry (L.G., Jan. 1951, p. 54; April, p. 546; and previous issues). The word "ouvriers" is replaced by the word "Métiers" in the name of the contracting union.

Industrial jurisdiction now provides that structural iron work is governed by the present agreement, when the cost of such operations, including wages and material, is less than \$25,000. The clause specifying that construction contracts signed before the enforcement of the present agreement are not bound by its provisions, but are subject to the terms of the agreement in force when signed, is deleted.

Hours: 48 per week as formerly. However, hours are now distributed as follows: between 7 a.m. and 6 p.m. Monday through Thursday, 7 a.m. to 4 p.m. Friday. Employees may be required to work Friday to 6 p.m. and from 7 a.m. till noon Saturday, at regular rates, to make up 48 hours in the week.

Overtime is unchanged at time and one-half for work beyond the standard hours of the day, in excess of 48 hours per week, or

for work on Sunday or any of 8 specified holidays. However, in cases of necessity, overtime work not exceeding one-half hour per day may be done at regular rates.

Minimum hourly wage rates in most cases are 30 cents per hour higher (escalator clause, L.G., Oct. 1949, p. 1248) and the new minimum rates for certain classifications are now as follows: bricklayer, plasterer and mason \$1.40 in Zone I, \$1.20 in Zone II; plasterer's, mason's, bricklayer's helpers, truck and tractor drivers (60 hours), fireman (on the job), hod carriers, cement mixer operator \$1 in Zone I, 90 cents in Zone II; whitewasher, demolisher, labourer \$1 in Zone I, 85 cents in Zone II; carpenter, joiner, weatherstrip layer, window, window-frame and steel partition erector, saw setter on the job, caulker and joint pointer, cement finisher, lather (wood and metal), steam, gasoline, electric shovel operators, grader operators, crane operators \$1.25 in Zone I, \$1.05 in Zone II; journeyman electrician, journeyman pipe mechanic, etc., marble layer \$1.25 in Zone I, \$1.10 in Zone II; junior journeyman electrician, blacksmith \$1.15 in Zone I, \$1 in Zone II; tinsmith-roofer \$1.25 in Zone I, \$1 in Zone II; junior journeyman pipe mechanic, etc., painter, paper-hanger, glazier, etc. \$1.15 in Zone I, \$1.05 in Zone II; driller, millwright, compressor operator \$1.10 in Zone I, 95 cents in Zone II; terrazzo and tile layer \$1.30 in Zone I, \$1.15 in Zone II; iron reinforcement erector (specialized) \$1.25 in both Zones; ornamental iron erector \$1.20 in Zone I, \$1.10 in Zone II, helpers \$1.05 in Zone I, 95 cents in Zone II; stucco layer \$1.45 in Zone I, \$1.25 in Zone II; construction and maintenance men on electric and telephone lines—linemen \$1.10 in Zone I, \$1 in Zone II; apprentices to all trades from 80 cents in first year to \$1 in fourth year in Zone I, 70 to 90 cents in Zone II. New classifications are added to the wage scale as follows: electrician (contractor personal services) \$1.75 in Zone I, \$1.50 in Zone II, pipe mechanic, plumber, etc. (contractor personal services) \$2 in Zone I, \$1.80 in Zone II; structural steel erector and welder \$1.80 in both Zones; journeyman (senior rating in plumbing and junior rating in steamfitting, or vice versa) \$1.20 in Zone I, \$1.10 in Zone II. In the municipalities of St. Hilaire, St. Hilaire-East, Otterburn Park and Marieville the minimum rates will be those of Zone I as above, less 5 cents per hour. The above minimum rates may be reduced by 10 cents per hour in the case of handicapped persons, subject to approval of parity committee. Employees living in Zone I and required to work in Zone II will be paid the rates of Zone I. A premium of 15 cents per hour will be paid for work done 55 feet or more above ground, outside steeples, towers, etc.

Minimum weekly rates for permanent employees are \$13 to \$14 per week higher than those previously in effect as follows: in Zone I—skilled workers \$48, labourers \$43; Zone II—skilled workers \$45, labourers \$40.

Escalator clause: 5 cents per hour upward or downward for each 5-point increase or decrease in the consumer price index established by the Federal Bureau of Statistics, on the basis of 115 points. Adjustments to be made quarterly from January 1, 1953. (This provision does not apply to municipal or school corporations.)

Other provisions include regulations governing board and lodging, ratio of apprentices and handicapped persons to total number of employees, travelling time and the period during which vacation is to be given.

Building Trades, Trois-Rivières

An Order in Council dated March 5 and gazetted March 14 makes obligatory the terms of a new agreement for the building trades in the Trois-Rivières District between *L'Association des Constructeurs de la Mauricie Inc.* and *L'Union Nationale Catholique des Charpentiers-Menuisiers, Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Journaliers Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Electriciens, Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Peintres, Inc.* of Trois-Rivières; *L'Union Nationale Catholique des Briqueurs, Plâtriers et Maçons, Inc.*

MINIMUM HOURLY WAGE RATES FOR THE BUILDING TRADES, TROIS-RIVIÈRES DISTRICT

Trades	Hourly rates Zones		
	I	II	III
	\$	\$	\$
Bricklayer, mason, plasterer:			
Senior journeyman.....	1.50	1.35	1.20
Junior journeyman.....	1.15	1.10	1.10
Carpenter-joiner:			
Senior journeyman.....	1.30	1.15	1.10
Junior journeyman.....	1.15	1.00	1.00
Boiler fireman.....	1.15	1.00	0.90
Truck driver.....	1.05	0.95	0.90
Horse driver.....	1.00	0.90	0.85
Electrician:			
Senior journeyman.....	1.30	1.15	1.10
Junior journeyman.....	1.15	1.10	1.05
Cement finisher.....	1.20	1.05	1.00
Drill operator.....	1.10	0.95	0.90
Blacksmith.....	1.25	1.05	0.95
Rigger.....	1.10	0.95	0.90
Joint Pointer.....	1.20	1.05	1.00
Labourer.....	0.95	0.85	0.80
Whitewasher.....	1.05	0.95	0.80
Celanite mixer.....	1.05	0.95	0.80
Plaster pourer.....	1.05	0.95	0.80
Mortar maker.....	1.05	0.95	0.80
Machinist.....	1.25	1.05	0.95
Millwright.....	1.25	1.05	0.95
Stationary engineman.....	1.20	1.05	0.95
Structural iron erector and welder (all categories).....	1.50	1.50	1.50
Painter, glazier:			
Senior journeyman.....	1.20	1.10	1.05
Junior journeyman.....	1.10	0.95	0.90
Structural iron painter.....	1.40	1.40	1.40
Sprayman.....	1.35	1.30	1.20
Terrazzo polisher (wet).....	1.10	1.05	0.85
Terrazzo polisher (dry).....	1.15	1.10	0.90
Hod carrier.....	1.05	0.95	0.80
Concrete reinforcing steel erector.....	1.10	1.05	0.95
Cement blocks layer.....	1.20	1.10	1.05
Lather.....	1.15	1.05	0.95
Marble setter.....	1.40	1.35	1.15
Paper hanger.....	1.20	1.10	1.05
Terrazzo layer.....	1.20	1.15	1.15
Tile layer.....	1.30	1.25	1.10
Compressor operator.....	1.20	1.05	0.90
Crane elevator operator (steam).....	1.30	1.15	1.00
Crane, elevator operator, (gasoline, electricity).....	1.10	1.00	0.90
Mixer operator (steam).....	1.20	1.05	0.90
Mixer operator (gasoline or elec- tricity).....	1.10	1.00	0.85
Job watchman (day and night), Sundays and holidays, maximum of 72 hours per week.....	0.75	0.70	0.70

(The above rates are 5 cents per hour higher than those previously in effect for common labourers and 10 cents per hour higher in all other cases.)

of Trois-Rivières; *Le Syndicat National Catholique des Finisseurs de Ciment des Trois-Rivières, Inc.*; *Le Syndicat National Catholique des Charpentiers-Menuisiers Inc.* of Shawinigan Falls. Agreement to be in effect from March 14, 1953, until June 1, 1953, and thereafter from year to year, subject to notice.

Industrial jurisdiction: agreement applies to construction, repair, maintenance, demolishing or transport of buildings, roads, bridges, dams, streets, wharves, sidewalks, earthworks, sustaining walls, sewers, viaducts, tunnels, wells, canals, locks, parks, playgrounds, aqueducts, gas mains and of any parts thereof. It also applies to steel construction operations which cost less than \$25,000, including wages and material, as well as bridge construction for the Public Works Department. It does not apply to permanent employees engaged in the maintenance of manufacturing or industrial establishments who are governed by a labour contract effective for a minimum period of 6 months. (Maintenance work includes minor repairs only, but not new construction.) Other exemptions include: maintenance employees of steam railroads and power companies who are governed by a collective agreement with said companies; road works for the Roads, Colonization or Mines Departments of the provincial Government which are governed by Fair Wages Schedule, Order in Council No. 800, April 24, 1929, as amended; roads, camps, etc. governed by Ordinance No. 39 of the Minimum Wage Commission; cities, towns and municipal corporations as regards repair and maintenance on their own buildings, construction, etc., of aqueducts, sewers, pavings and other similar operations unless such works are carried out by contractors or sub-contractors by the job for the said cities, towns, etc.

Territorial jurisdiction: the counties of Maskinonge, St. Maurice, Laviolette, Cham-

plain and Trois-Rivières divided into three zones as follows: Zone I—cities of Trois-Rivières, Cap-de-la-Madeleine, Grand Mère, Shawinigan Falls, the municipalities of Shawinigan South, Shawinigan East and Almatville, the town of La Tuque and all other municipalities of 8,000 persons, or more; Zone II—municipalities of 3,000 or more but less than 8,000; Zone III—the balance of the territorial jurisdiction with the exception of Zones I and II.

Hours: 8 per day.

Overtime: time and one-half for work in excess of 8 hours per day; double time for work on Sunday or any of 9 specified holidays. (Agreement specifies no work on any of the foregoing holidays.) Between May 1 and October 1, employees may work 10 hours per day, to a maximum of 48 per week, at regular rates. Specific employees as mortar makers, hod carriers, etc., may work 10 hours per day, to a maximum of 60 per week, at regular rates.

Minimum hourly wage rates: new minimum wage rates are shown in the accompanying table. Employees living in Zone I or II and working in Zone II or III will be paid the rates of the Zone in which they live. Minimum rates for apprentices, not shown on table, are included in the terms of this agreement and their rates are 5 cents per hour higher than those previously in effect.

Vacation: 7 continuous days' with pay after one year of continuous service as provided for under Ordinance No. 3 of the Minimum Wage Commission.

Construction contracts granted and signed before the effective date of this agreement will be governed by the agreement in force at the time such contracts were signed.

Other provisions include apprenticeship regulations, board and lodging.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, etc.* include four new schedules, one of which is made binding for the first time, and the amendment of two others, all summarized below.

ONTARIO

Construction

Carpenters, Belleville

An Order in Council dated February 5 and gazetted February 21 makes binding the terms of a new schedule for carpenters at Belleville, to be in effect from March 3, 1953, during pleasure. The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, Jan. 1951, p. 65, with the exception of the following:—

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, follow-

ing a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August, 1951, p. 1110.

Minimum wage rate is increased from \$1.40 to \$1.65 per hour for work done during regular day periods and from \$2.10 to \$2.47½ per hour for *night work*. (Regular hours remain unchanged at 8 per day, 40 per week.)

Plumbers, Welland

An Order in Council dated February 5 and gazetted February 21 makes binding the terms of a new schedule for the plumbing and heating industry at Welland, to be in effect from March 3, 1953, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. (Previously 44 hours per week.)

Overtime: time and one-half for work in excess of regular working hours or for work in excess of 8 hours in any 24-hour period when employed on shift operations; double time for work on Sunday or any of 7 (previously 8) specified holidays. No overtime work without a permit from the advisory committee. (Previously all overtime was paid for at time and one-half.)

Minimum wage rate for work done during regular periods is increased from \$1.25 (L.G., Oct. 1947) to \$2.10 per hour. Employees on a night shift are entitled to 8 hours' wages for 7 hours of work.

The advisory committee may fix a lower minimum rate for handicapped persons.

Electricians, Sarnia

An Order in Council dated February 19 and gazetted March 7 makes binding the terms of a first schedule for the electrical repair and construction industry at Sarnia, to be in effect from March 17, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. Provision is made for shift work.

Overtime: double time for work outside regular working periods and for work on Saturday, Sunday or any of 8 specified holidays. No overtime will be worked without a permit from the advisory committee except for 2 hours to be performed immediately following the working period of a regular working day. No permit will be issued for overtime work on a holiday except in cases of extreme necessity.

Minimum wage rate: \$2.05 per hour during regular working periods. Employees on night shift will be paid 8 hours' wages for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped persons.

Sheet Metal Workers, Windsor

An Order in Council dated February 19 and gazetted March 7 makes binding the terms of a new schedule for sheet metal workers at Windsor, to be in effect from March 17, 1953, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. Provision is made for shift work.

Overtime: double time for work in excess of regular hours and for work on Saturday, Sunday or any of 7 specified holidays. Overtime work will be performed only with the permission of the advisory committee and such permission will only be granted in cases of extreme necessity.

Minimum wage rate is increased from \$1.50 (L.G., Nov. 1948) to \$2 per hour. Employees are entitled to 8 hours' pay for 7 hours' work on night shift. Lower minimum wage rates may be fixed by the advisory committee for handicapped persons.

ALBERTA

Manufacturing

Bakery Products, Calgary

An Order in Council dated January 19 and gazetted January 31 amends the previous Orders in Council for this industry (L.G., April 1950, p. 519; April 1952, p. 456).

Minimum weekly wage rates for male and female (inside employees) are increased by \$4.05 per week for male employees and by \$1.80 per week for female employees and the new rates for certain classifications are now as follows: male employees—ovenmen, doughmen and cake bakers \$52.20 per week; dividermen, mouldermen, bench hands \$49.95; bread racker, wrapping machine operator, janitors and cleaners \$43.20; head shipper \$45.90; apprentices \$34.20 in first 6 months to \$46.80 in eighth 6 months, thereafter as per schedule; female employees—checkers and packers in bread shop \$35.10; rackers and bread wrappers \$33.75; bench work in cake shop, cookie and doughnut machine operators \$36.45; cake depositor operator \$39.15; wrappers, finishers, etc., in cake shop \$33.75. Inexperienced employees (male and female) will be paid 10 per cent less than the regular rate set for their classification during first 3 (previously 6) months of employment, 5 per cent less during the second 3 (previously 6) months; after 6 (previously 12) months they will receive the regular rate of the classification.

Bakery Salesmen, Calgary

An Order in Council dated January 19 and gazetted January 31 amends the previous Orders in Council for this industry (L.G., April 1950, p. 520, Oct., p. 1682).

Hours: daily maximum of 9 per day, as previously in effect. However, the weekly maximum number of hours is reduced from 48 to 44. Working hours will not extend beyond 1 p.m. (previously 2 p.m.) on Wednesdays, beyond 7 p.m. on Saturdays, as previously, or beyond 6 p.m. (previously 7 p.m.) on the other days of the week. When a statutory holiday occurs in any calendar week, such week will be considered a 36-hour week instead of a 40-hour week, as previously.

Minimum weekly wage rate for serviceman is increased from \$41.50 to \$46.80 per week. (Other minimum rates are not affected by this amendment.)

Legal Decisions Affecting Labour

Employees under Quebec decree not entitled to pay for "paid" holidays falling on Sunday. British Columbia board of police commissioners required to follow recommendation of conciliation board. Charges of "featherbedding" have been examined by United States Supreme Court

In Quebec, the parity committee for the building materials industry has lost its appeal against a decision of the Superior Court that an employer was not required to pay his employees for Christmas Day, 1949, and New Year's Day, 1950, when they fell on Sunday, although they were "paid holidays" under the decree. The Supreme Court of British Columbia has ruled that, under the Municipal Act, the report of a conciliation board is binding on police commissioners and the policemen in a municipality, whether or not policemen are properly described as employees. In two cases, the United States Supreme Court has interpreted the anti-featherbedding provisions of the Taft-Hartley Act as not covering certain practices in the printing trades and the musicians' union.

Quebec Court of Queen's Bench, Appeal Side . . .

... finds employees not entitled to pay for "paid" holidays under a decree if they fall on Sunday

The Quebec Court of Queen's Bench, Appeal Side, at Montreal on January 14 dismissed the appeal of a parity committee of the building material industry from a judgment of the Superior Court refusing the committee's claim for payment for the two statutory holidays, Christmas and New Year's Day, when they fell on a Sunday.

Mr. Justice Bissonnette gave reasons for the Court's decision. He stated that a decree under the Collective Agreement Act for the ornamental iron and bronze industry was applicable to the case. Section 10 of this decree provided that Christmas and New Year's Day should be statutory holidays with pay. The parity committee charged with enforcing the decree claimed that workers covered by it should be paid for the two holidays when, as happened in 1949-50, they fell on a Sunday.

Mr. Justice Bissonnette examined various sections of the decree to discover the purpose of the provision for two holidays with pay. Section 3 establishes a normal work week of 44 hours. Section 4, dealing with overtime work, sets a rate of pay of time and one-half for hours worked beyond eight in a day and double time for hours worked on Sundays or on the two statutory holidays, Christmas and New Year's Day.

His Lordship considered that the purpose of these provisions was to ensure that employees work 44 hours per week and that they receive a higher rate of pay if they work longer than this minimum. If Christmas was a week day, it would not be possible for them to work 44 hours that week and to receive the minimum amount of pay that the decree was supposed to ensure. For this reason the decree provided that employees should receive pay for the two statutory holidays. However, when the two days were Sundays, the work week was not interrupted and employees could still work the normal 44 hours. Since they were not losing any of their normal weekly wage, they were not entitled to pay for the two holidays, if they did not work on those days. If employees were paid for the two days, their normal weekly wage would be exceeded. Mr. Justice Bissonnette did not consider that the decree contemplated a bonus of this sort.

His Lordship held that the provision in the decree that employees be granted the two holidays with pay was not an absolute requirement, since Section 4 provided for overtime pay to employees who worked on

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

those days. He could not believe that the holiday pay provided for in Section 10 could be a bonus to be given in addition to overtime pay to employees who worked on the holidays. He repeated his view that Section 10 merely ensured that employees should not lose any of their normal weekly wage when the work week was shortened by a statutory holiday.

The other four judges hearing the case concurred in Mr. Justice Bissonnette's reasons for decision. *Comité Conjoint des Matériaux de Construction v. Boucley*, Les Rapports Judiciaires de Québec, [1953] BR Montreal 185.

Supreme Court of British Columbia . . .

... issues order requiring police commissioners to carry out conciliation board's recommendations

The Supreme Court of British Columbia on January 12 granted the application of the Saanich Municipal Employees' Association, Local 374, for an order requiring the Board of Police Commissioners to carry out the recommendations of a conciliation board appointed to settle certain matters in dispute between the Commissioners and the policemen of Saanich. The Court held that the Municipal Act made the report of the conciliation board binding on both parties to the dispute, even though the relation between the Board of Commissioners and the policemen might not be that of employer and employee.

Mr. Justice Macfarlane described the facts of the case in his reasons for judgment. The plaintiff, Local 374 of the Saanich Municipal Employees' Association, was the certified bargaining agent for all the policemen of Saanich except those in a confidential position and those who had authority to hire or fire employees. The union and the Board of Police Commissioners had concluded a collective agreement on April 3, 1951, to be effective from April 1, 1951, to March 31, 1952. It contained the provision that during the two months before April 1, 1952, either party, by giving 10 days' notice, might require the other to enter into negotiations for the revision of the agreement. The Board and the union did negotiate during the two-month period but were unable to reach agreement on all the matters at issue. The British Columbia Labour Relations Board referred the matter to a conciliation board on April 5, 1952, according to the provisions of the Industrial Conciliation and Arbitration Act. The conciliation board was instructed to endeavour to find terms acceptable to both parties for a collective agreement.

There were three matters at issue between the parties to be determined by the conciliation board. The union demanded a 25-per-cent wage increase across the board, an extra 10 cents per day for each five years of service, and a change in the uniform, namely, the substitution of slacks and a suitable type of ankle boots for breeches and leggings. With its labour member dissenting, the board recommended a 15-per-cent wage increase. The labour representative stated that he could not subscribe to anything less than a 20-per-cent increase. The board was unanimous in recommending that the union's request for 10 cents per day for each five years of service be granted and that the change requested in the uniform be made when the supply of breeches and leggings became exhausted. The Board of Police Commissioners refused to accept the last two recommendations.

The union brought an action for a declaration that the recommendations of the conciliation board were binding, because of a 1949 amendment to the British Columbia Municipal Act, Section 528B, which reads:—

Where a Conciliation Board has been appointed under the Industrial Conciliation and Arbitration Act to deal with a dispute between a municipality or Board of Police Commissioners and the firemen or policemen employed by the municipality or Board of Police Commissioners, a recommendation of the Conciliation Board shall be binding in every respect upon the municipality or Board of Police Commissioners and upon the firemen or policemen employed by the municipality or Board of Police Commissioners.

The Board of Police Commissioners contested the action on the ground that the ICA Act had no application because the relation between the Board and the policemen was not that of employer and employee. Decisions of the appeal courts of Saskatchewan and Nova Scotia were cited as authorities for this argument, *Bruton v. Regina City Policemen's Association* (L.G., 1945, p. 1011) and *Rex v. Labour Relations Board* (L.G., 1951, p. 1697). These judgments supported the view that policemen are not employees of a municipality but are the holders of offices of trust under the Crown appointed to perform the duties imposed upon them by common or statutory law in the interests of the public at large.

Mr. Justice Macfarlane pointed out that the two cases cited were quite different from the case at bar, since they dealt with the jurisdiction of labour relations boards and the question of whether policemen have

the right to bargain collectively in the same way as ordinary employees. In this case, the union was already certified as the policemen's bargaining agent and no question as to whether they were employees or not had been raised before the conciliation board.

His Lordship pointed out that the Board of Police Commissioners had not objected when the Labour Relations Board appointed a conciliation board to assist in settling the dispute. Section 528B of the Municipal Act declared the decision of the board to be binding in every respect upon the Board of Police Commissioners. Mr. Justice Macfarlane stated that, while the use of the word "employed" in this section might not be an accurate description of the relationship between the Commissioners and the policemen, the legislature had used it to describe the existing relationship and obviously intended to make the conciliation machinery of the ICA Act available to policemen. Since the amendment was made to the Municipal Act, its whole purpose was to extend the conciliation machinery to the particular people covered by the Municipal Act. Therefore the defendant's objection that the ICA Act did not apply to policemen lost its force.

The Board of Police Commissioners also argued that the recommendation as to clothing did not come within "conditions of employment" which are properly subject to collective bargaining. Since policemen are required to wear the uniforms supplied, His Lordship held that the recommendation did deal with a condition of employment.

The Court accordingly granted the union's application for a declaration that the recommendations of the conciliation board were binding and issued an order requiring the Board of Police Commissioners to carry them out. *Saanich Municipal Employees' Association, Local 374 v. Board of Commissioners of Police of District of Saanich*, [1953] 8 WWR (NS) 230.

Supreme Court of the United States . . .

... holds Typographical Union's practice of bogus typesetting not a violation of Taft-Hartley Act

On March 9, 1953, the Supreme Court of the United States affirmed the judgment of the Court of Appeals which upheld a ruling of the National Labour Relations Board that a typographical union had not violated the anti-featherbedding provisions of the Taft-Hartley Act by insisting that newspaper publishers pay printers for setting type which was not to be used.

Three of the judges dissented from the judgment of the Court. Delivering the decision of the majority, Mr. Justice Burton gave the history of the case. The petitioner was the American Newspaper Publishers Association, a corporation which includes more than 800 newspaper publishers who represent more than 90 per cent of the circulation of daily and Sunday newspapers in the United States. In November 1947, the Association filed charges with the National Labour Relations Board that the International Typographical Union was engaging in several types of unfair labour practices. The Regional Director of the Board issued a complaint, including a charge that the union was engaging in an unfair labour practice contrary to Section 8(b)(6) of the National Labour Relations Act, which reads:—

It shall be an unfair labour practice for a labour organization or its agents. . . to cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other thing of value, in the nature of an exaction, for services which are not performed or not to be performed.

The trial examiner recommended that the union be ordered to cease and desist from several of its activities but that the featherbedding charge be dismissed. The Board accordingly dismissed the charge. In an action brought by the publishers for review and modification of the Board's ruling, the Court of Appeals for the Seventh Circuit upheld the Board's decision to dismiss the charge against the union under Section 8(b)(6) of the Act. This judgment was appealed to the Supreme Court.

Mr. Justice Burton gave an explanation of the practice to which the publishers objected, which is a feature of the long battle carried on by the union to retain as much typesetting work for printers as possible. When a newspaper advertisement is set up in type it is impressed on a cardboard matrix or "mat". These mats are distributed at little or no cost to other publishers and used as moulds for metal castings from which to print the same advertisement, so that no compositors are necessary except those who make up the original form. The union long ago secured the agreement of newspaper publishers to permit their compositors to set up duplicate forms for all local advertisements in the same manner as if the mat had not been used. This reproduction work, known as "setting bogus", has become a recognized idiosyncrasy of the trade. Printers receive

their regular wages for the "bogus" work, which is fitted into slack periods and so interferes little with the regular work. The publishers who set up the original composition for the mats find the system advantageous because it burdens their competitors with costs comparable to their own. Reproduction work generally takes from two to five per cent of the printers' time. By 1947, detailed regulations for reproduction work were included in the General Laws of the ITU and so became a standard part of all employment contracts signed by its local unions.

He then pointed out that the Court below had held that the union in insisting upon payment of wages to printers for "setting bogus" did not violate the Act because it called for payment for work actually done and not "for services which are not performed or not to be performed". In the view of that Court, "setting bogus" was work performed and it remained for the parties to the agreement to determine its worth to the employer.

Mr. Justice Burton agreed that the Taft-Hartley Act did not make the practice illegal. He stated that at the time Congress was considering the anti-featherbedding provisions of the Taft-Hartley Bill, the constitutionality of the Lea Act penalizing featherbedding in the broadcasting industry (also known as the Petrillo Act) was being challenged in the Courts. The United States District Court for the Northern District of Illinois held it to be unconstitutional, and the appeal from that judgment to the Supreme Court was pending throughout the debate on the Taft-Hartley Bill. The constitutionality of the Lea Act was not upheld until the day the Taft-Hartley Act was passed. For this reason the sponsors of the Taft-Hartley Bill wished to avoid the controversial features of the Lea Act. As first introduced, the Taft-Hartley Bill included a broad definition of featherbedding like that in the Lea Act, which included a condemnation of practices requiring an employer to employ "persons in excess of the number of employees reasonably required by such employer to perform actual services". When the Taft-Hartley Act was finally passed, the prohibition was limited to a demand for payment where no work at all is done, Mr. Justice Burton considered.

He referred to an explanation of the section given by Senator Taft in June 1947, in the Senate:—

It seems to me that it is perfectly clear what is intended. It is intended to make it an unfair labour practice for a man to say: "You must have 10 musicians, and

if you insist that there is room for only six, you must pay for the other four anyway." That is in the nature of an exaction from the employer for services which he does not want, does not need, and is not willing to accept.

Mr. Justice Burton emphasized that in that illustration the service for which pay was to be exacted was not performed and was not to be performed by anyone, and that the last sentence must be read in that context. There was no suggestion that the four extra musicians were to do anything for their pay. He concluded:—

Section 8(b)(6) leaves to collective bargaining the determination of what, if any work, including *bona fide* "made work," shall be included as compensable services and what rate of compensation shall be paid for it.

The Court accordingly affirmed the judgment of the Court of Appeals sustaining dismissal of the complaint under Section 8(b)(6).

Mr. Justice Douglas dissented from the decision of the Court, since he held that the reproduction of advertising matter which is set up only to be thrown away could not be considered a service performed for the newspaper. The employer was being compelled to pay for work which was not only unwanted but wholly useless. He considered that this practice, even though established by long custom in the printing trade, was outlawed by the Taft-Hartley Act.

Mr. Justice Clark and the Chief Justice together gave another dissenting judgment. In their view, to consider the wasteful practice of "setting bogus" as work was to make Section 8(b)(6) meaningless. To carry out the purpose of the statute, "services" must be interpreted so as to exclude "contrived and patently useless job operations not to the employer's benefit." *American Newspaper Publishers Assn. v. National Labour Relations Board*, [1953] 31 LRRM 1.

Supreme Court of the United States...

...holds union's demand for hiring of local band when travelling band engaged not violation of law

In a judgment similar to the preceding, also given on March 9, the Supreme Court of the United States held that a musicians' union did not violate the anti-featherbedding provisions of the Labour-Management Relations Act by demanding that a chain of theatres employ a local orchestra to play before and after the program and during the intermissions whenever a travel-

ling band was employed, although the management did not need or want the services of the local orchestra.

As in the other case, Mr. Justice Burton gave the Court's reasons for decision, while dissenting opinions were given by Mr. Justice Jackson, Mr. Justice Clark and the Chief Justice.

Mr. Justice Burton described the general background of the matter at issue. For generations professional musicians have faced a shortage in local employment needed to yield them a livelihood. The American Federation of Musicians, to which practically all professional performers and conductors in the United States belong, uses its control of professional talent to help individual members and local unions by insisting that travelling band contracts be subject to its rules.

Article 8(4) of its by-laws provides:—

Travelling members cannot, without the consent of a local, play any presentation performances in its jurisdiction unless a local house orchestra is also employed.

He then described the facts of this case. Until about 1940, the Palace Theatre in Akron, Ohio, one of an interstate chain of theatres, regularly employed a local orchestra of nine union musicians. Between 1940 and 1947 the local musicians were no longer regularly employed but rehearsed periodically at the theatre and were available when required. Whenever a travelling band appeared there, the local musicians were paid a sum equal to the minimum union wages for a similar engagement although they did not play. After the passing of the Taft-Hartley Act in June 1947, local musicians were not used or paid on the occasions when travelling bands performed.

In October 1947, the local union opened negotiations to induce the theatre management to employ a pit orchestra of local musicians to play overtures, "intermissions", and "chasers" (while patrons were leaving the theatre) whenever a travelling band was employed. The union required acceptance of this proposal as a condition of its consent to local appearances of travelling bands. When the management refused, a travelling band cancelled its engagement.

In 1949, the union made several new proposals for using the local orchestra, which were turned down by the theatre on the ground that the local orchestra was not necessary or desired. Accordingly, in July 1949, the union again refused to consent to the appearance of a travelling band.

In 1949, the management of the theatre chain filed charges with the National Labour Relations Board that the union was violating Section 8(b)(6) of the Act, and the Regional Director of the Board issued a complaint. The trial examiner recommended dismissal of the complaint, since he was not convinced that the union's demands were an "attempt to cause" any payment to be made "in the nature of an exaction". The Board, with one member dissenting, ordered dismissal of the complaint, but on different grounds. The Board held that Section 8(b)(6) did not apply to cases where a union sought actual employment for its members, even though the employer did not want their services.

The case went before the Court of Appeals for the Sixth Circuit, which held that the union was engaged in a practice declared unfair by Section 8(b)(6) even though it was seeking actual employment for its members.

Mr. Justice Burton accepted the finding of the Board that the union was not seeking merely "stand-by" pay which it had received before the passing of the Taft-Hartley Act. Since 1947 the union had consistently requested actual employment in connection with travelling band and vaudeville appearances. It had suggested various ways in which the local orchestra could earn pay for performing competent work and had offered to consent to the appearance of travelling bands, which are controlled by the Federation, on those terms.

The Court held that this was not an unfair labour practice. Mr. Justice Burton concluded:—

We are not dealing here with offers of mere "token" or nominal services. The proposals before us were appropriately treated by the Board as offers in good faith of substantial performances by competent musicians. . . . Payments for standing-by" or for the substantial equivalent of "standing-by" are not payments for services performed, but when an employer receives a *bona fide* offer of competent performance of relevant services, it remains for the employer, through free and fair negotiation, to determine whether such offer shall be accepted and what compensation shall be paid for the work done.

Mr. Justice Jackson, dissenting, considered that the union's action did constitute an unfair labour practice since it was a form of exaction from the employer in return for unnecessary services. To hold that the anti-featherbedding provision of the Act has not been violated so long as some exertion is performed or offered by the employees, no matter how useless or

unwanted, would be to make it empty and meaningless. "Congress surely did not enact a prohibition whose practical application would be restricted to those without sufficient imagination to invent some 'work'," Mr. Justice Jackson stated.

He found the case different from the printers' case, in that the Typographical Union was adhering to an old custom maintained through the years by mutual consent to which other terms of employment have long since been adjusted, while in the case at bar the musicians's union was attempting to evade the law by substituting for the practice specifically condemned by statute a new device for achieving the same result. Mr. Justice Jackson considered that "such subterfuge should not be condoned".

He also emphasized that the payments demanded by the union constituted an "exaction" because of the control of talent exercised by the union. The employer was in the entertainment business but could not have any talent to exhibit unless he accepted the union's demands.

Mr. Justice Clark and the Chief Justice dissented from the judgment of the Court for the same reasons as in the printers' case. They made no distinction between the two types of "featherbedding", between "modern make-work gimmicks and featherbedding techniques encrusted in an industry's lore". *National Labour Relations Board v. Gamble Enterprises, Inc.*, [1953] 31 LRRM 7.

Recent Regulations under Provincial Legislation

In Newfoundland, general minimum wage of 50 cents an hour is set for male workers. In Ontario, workmen's compensation regulations are changed to bring new occupations under the Act. In Alberta, regulations governing the examination and licensing of barbers are revised

The first order made by the Newfoundland Minimum Wage Board sets a minimum rate of 50 cents an hour for all adult males in the province who are paid at an hourly rate. An overtime rate of at least 75 cents an hour must be paid for time worked after 10 hours in a day and for any work done on Sunday. Several occupations were brought under the Ontario Workmen's Compensation Act and the section of the regulations laying down conditions for the payment of compensation for tuberculosis for hospital employees was repealed. In Alberta, new regulations under the Tradesmen's Qualification Act make some changes with respect to the examination and licensing of barbers.

Alberta Factories Act

The new safety regulations governing the erection of derricks and the cleaning, repairing, operation and maintenance of gas and oil well drilling plants, rigs and equipment, which were recently issued under the Alberta Workmen's Compensation Act (L.G., April 1953, p. 588), have also been issued as regulations under the Factories Act, by O.C. 253-53, approved on February 23 and gazetted February 28. The regulations which the new provisions replace were similarly in effect under both Acts.

Alberta Tradesmen's Qualification Act

The regulations governing the examination and licensing of barbers under the Tradesmen's Qualification Act were revised by O.C. 285-53 on March 2 and gazetted March 14. The new regulations are similar to those recently issued for the beauty culture trade (L.G., April 1953, p. 587).

To carry on the trade, a certificate is required of one of the following types: certificate of proficiency, temporary certificate of proficiency, and apprentice certificate. The qualifications for these

certificates have not been changed. Limited proficiency certificates, formerly issued to persons attaining a certain degree of proficiency and employed exclusively in hair cutting, are no longer to be granted.

As before, an applicant for a certificate of proficiency must establish that he has had at least two years' practical experience in the trade. Time credit of up to one year may be allowed for school training. A candidate must also pass a practical and theoretical examination, obtaining at least 75 per cent of the allotted marks. A candidate who obtains between 60 and 75 per cent of the marks in the examination may be granted a temporary certificate, valid for a period not exceeding 12 months (formerly six months), during which time he must prepare for re-examination.

An apprentice certificate is granted for a period of two successive years and enables the apprentice to receive training under the direct supervision of a barber holding a certificate of proficiency. At the end of two years the apprentice is examined and, if he is successful, is granted a certificate of proficiency or a temporary certificate. If not, he may be issued another apprentice certificate good for six months, after which he must be re-examined.

More detailed provisions are set out with respect to the review of an examination of an unsuccessful candidate by a Board of Appeal. As before, the application for review must be submitted to the Department of Industries and Labour within 30 days. A fee of \$5 must now be forwarded with the application, the fee to be refunded if the Board of Appeal revokes the decision of the Board of Examiners.

A further change was the removal of the annual renewal procedure. Previously, all barbers were required to renew their certificates annually on payment of a fee of \$1. Now certificates will remain in effect until suspended or revoked for cause.

Another new provision requires a card of identification to be issued with each certificate, indicating the status of the certificate. On the request of an authorized official the holder of a certificate must produce the certificate or identity card.

Newfoundland Minimum Wage Act

The first minimum wage order issued under the Newfoundland Minimum Wage Act, enacted in 1950, establishes a minimum rate of 50 cents an hour for male workers over 18 years of age. Overtime at the rate of time and one-half the minimum rate, i.e. 75 cents an hour, must be paid

for all work done over 10 hours in a week day or for any work done on Sunday. The order is effective from May 1.

The new minimum wage order is applicable to all male employees in the province being paid at an hourly rate except apprentices and persons employed in farming and market gardening.

Ontario Hours of Work and Vacations with Pay Act

The Industry and Labour Board of Ontario has raised the price of a vacation-with-pay stamp book from 25 to 35 cents, by an Order in Council of February 26, gazetted March 14 (O. Reg. 27/53).

Under the Act, employers must purchase vacation-with-pay credit stamps for employees who leave their employment. The employee is entitled to receive vacation-with-pay credit stamps on the basis of two per cent of his total earnings for whatever portion of the working year he has been employed. Employees who voluntarily leave their jobs are not eligible for this holiday pay unless they have worked for the employer for at least three months. An employee engaged in the construction industry is entitled to vacation-with-pay credit irrespective of his employment period.

Ontario Workmen's Compensation Act

Amendments to the General Regulations under the Ontario Workmen's Compensation Act bring four new occupations under the operation of Part I of the Act, that is, the collective liability system, and repeal certain provisions laying down the conditions under which compensation is payable for tuberculosis contracted by employees in hospitals and laboratories. The amendments were approved by O. Reg. 18/53 on February 12 and gazetted February 28.

Hand laundries, previously excluded from the Act, are now included. Power laundries were already under the Act. Other industries added to Schedule 1 of the regulations, which lists the industries in which employers must contribute to the Accident Fund, include the operation of parking-stations or parking-lots, the wrecking of automobiles, and the operation of a building rented wholly or partly for manufacturing.

Certain conditions which previously restricted the right of an employee to receive compensation for tuberculosis have now been removed. Tuberculosis is a compensable industrial disease when con-

tracted by a workman employed in a hospital, sanatorium or sanitarium coming under Part I of the Act or in a laboratory operated by the province. Previously, however, compensation was not payable unless the workman had undergone the examination required for such employees and had been found free of tuberculosis, and unless

he filed his claim within three months after leaving the employment. Compensation was not payable if he contracted tuberculosis within three months after his first examination, unless he had been continuously employed in the hospital, sanatorium or laboratory for a three-month period before his examination.

Indian Labour Conference Considers Changes in Industrial Relations Law

At the 1952 session of the Indian Labour Conference, the Minister of Labour of India submitted for its consideration the Government's proposals for changes in industrial relations legislation. The Minister's address at this conference was reported in the *Indian Labour Gazette* for October 1952, and the *Bombay Gazette* for December 1952.

The Indian Labour Conference was formed to advise the Government on labour questions, and all proposed labour legislation is submitted to it. The organization is modelled on the International Labour Organization in that governments, employers and workers are represented, with the number of government representatives equalling the number of non-government members. Of the 11 employers' representatives, eight are named by the Government in agreement with the two main employers' organizations; the remaining three represent other classes of employers. In the same way the Government chooses eight of the workers' representatives in agreement with the two largest workers' organizations, while the other three represent other groups of workers. The government members include representatives of both the central and the state Governments.

In his address at the opening of the 12th annual session of the Conference in October 1952, Shri Giri, the Minister of Labour, strongly urged the abandonment of the system of compulsory arbitration established by the 1947 Industrial Disputes Act and its amendments, and the adoption of a freer system under which management and labour would settle their differences by vigorous collective bargaining and by voluntary conciliation and arbitration. In his view, compulsory arbitration had weakened the trade union movement, since the workers had lost the spirit of self-reliance engendered by healthy collective

bargaining and had acquired the habit of litigation. He felt that the system of compulsory arbitration stirred up bad feeling between employers and workers. It also hindered voluntary settlements, since each party to a dispute hesitated to make concessions for fear of prejudicing its case before an arbitrator.

The Minister then placed before the Conference, for its consideration, a possible line of action. He discussed the opinions expressed by state Governments, employers and workers in their replies to a questionnaire circulated by the Government in July 1952. Since the replies to the questionnaire had indicated a general unwillingness to abandon compulsory arbitration altogether, the Minister suggested that it be retained at first in public utility services, which would include power, light, water, sanitation, railways, telegraphs and such other industries as might be considered necessary for maintaining supplies and services essential to the life of the community. In these industries, the state would have the power to refer unsettled disputes for compulsory arbitration and at the same time to prohibit strikes and lockouts. Strikes or lockouts would be permitted only if the appropriate government refused to refer a dispute to arbitration.

In all other industries, compulsory arbitration would be abandoned. Employers and workers would be encouraged to rely on collective bargaining and to resort to conciliation and arbitration by mutual agreement when necessary. While the state would assist in the development of adequate machinery for negotiation, conciliation and arbitration, the parties would be encouraged to devise their own machinery. Strikes and lockouts would be prohibited only during the period of a binding agreement or award.

If the experiment worked in non-public industries, the system could then be extended to public utility services also, Shri Giri stated. If it failed, he would be willing to reverse the steps taken; but he urged all groups in the Conference to give the new experiment a fair trial. He was satisfied that an emergency could be dealt with if it should arise through the granting of special emergency powers by the Legislature. If the Conference wanted to include emergency provisions in the legislation, he might be persuaded to do so, but only a situation causing prolonged and widespread hardship to the community could constitute an emergency necessitating the use of compulsory arbitration and the prohibition of strikes and lockouts.

The Minister indicated that the new legislation to replace the 1947 Industrial Disputes Act would be the basic law applicable to the whole country but that the states would be permitted to enact supplementary legislation provided that it was not inconsistent with the central law. He supported the general consensus that there should be no large-scale extension of the central Government's administrative jurisdiction. He stated that, while the workers' organizations and the majority of state Governments were in favour of a law applicable to all types of employment, the employers' organizations in general would prefer to restrict it to factories, railways, transport services, mines, postal services, telegraphs and telephones, and to have separate legislation for commercial establishments, banks, insurance companies, plantations and agricultural establishments. Shri Giri himself considered that if it were necessary to provide machinery for the settlement of disputes between agricultural workers and their employers a special law would be advisable.

The Minister reported that the large majority of workers' organizations desired the immediate abolition of the Appellate Tribunal, the body established in 1950 to hear appeals from awards of industrial tribunals. He pointed out that the abandonment of compulsory arbitration in most industries would reduce the need for it and urged employers to vote for its abolition so that the new policy could be launched in an atmosphere of mutual goodwill. He recommended also the abolition of standing conciliation boards, commissions of enquiry, and labour courts.

Shri Giri then outlined the new procedure for collective bargaining and the settlement of disputes without compulsory arbitration. The first stage would be direct

negotiation between employer and workers. He recommended a system of union recognition providing for two types of certification. A union having as members a fairly large proportion of the workers in an establishment (the required percentage to be suggested by the Conference) would be entitled to certification as bargaining agent with exclusive collective bargaining rights. An agreement concluded between the bargaining agent and the employer would bind all employees in the establishment. If there should be no union with sufficient membership to qualify as bargaining agent, a union with a lower prescribed percentage of employees as members could be certified as a "recognized union". An agreement reached between this type of union and the employer would apply only to its members, unless the non-union employees requested the employer to make it applicable to them also, and non-union employees would be free to negotiate separate agreements with the employer if they wished.

If the parties could not settle their differences through the bargaining process, they could request the services of a conciliation officer. The Minister suggested that in non-public industries the conciliation officer should not intervene unless one of the parties invited him to do so in writing and he were satisfied that the party making the request had endeavoured to bargain in good faith. In public utility services he would be entitled to intervene as under the present system.

The third stage would be that of referring the dispute either to a conciliation board or an arbitration board, each party nominating its own conciliators or arbitrators and the members of the board then selecting an impartial chairman. The members of conciliation and arbitration boards could be chosen from a list compiled annually by the appropriate government. In the case of voluntary arbitration the parties could decide to have one individual act as arbitrator or they could decide to submit the dispute to arbitration by the regular industrial tribunal designated by the appropriate government. Under the system proposed by the Minister, a collective agreement entered into between the parties and every arbitration award would be registered with the conciliation officer and would be binding on the parties for a period of one or two years if no period were specified in the agreement or award.

Other questions on which the Minister sought the advice of the Conference were dismissal of employees, the limits of an employer's right to lay off employees, or

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Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for February, 1953, show benefit payments during month amounted to \$18,505,590, compared with \$17,502,303, in previous month

During the week February 28-March 6, a total of 249,889 beneficiaries received \$4,608,663 as compensation for 1,468,668 days of proven unemployment, in comparison with 231,331 persons who received \$4,352,990 as compensation for 1,395,790 days during the week January 31-February 6. In the week February 23-29, 1952, an amount of \$3,483,137 was paid to 228,121 beneficiaries as compensation for 1,291,339 days of unemployment.

The average daily rate for the week under review was \$3.14, compared with \$3.12 last month and \$2.70 for the same week in February 1952.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during February 1953, insurance books were issued to 4,471,030 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at February 28 numbered 248,001, an increase of 682 since January 31, 1953.

Supplementary Benefit

During February, 49,631 claimants unable to satisfy the contribution requirements for regular benefit had their claims considered under the supplementary benefit provisions of the Act. An additional 938 renewal supplementary benefit claims were filed. Of the 50,519 adjudications recorded, 35,890 were granted entitlement to benefit, 1,772 had a disqualification period imposed, and 12,857 were disallowed. Supplementary benefit payments amounted to \$2,090,530.

Unemployment insurance benefit payments in February amounted to \$18,505,590, compared with \$17,502,303 in January and \$14,162,612 in the same month last year.

Unemployed days for which compensatory payments were made totalled 5,918,651, as

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

against 5,628,881 in the preceding month and 5,266,024 in February 1952.

The monthly report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that initial and renewal claims for benefit filed in February numbered 171,658, compared with 223,255 a month earlier and 140,386 a year ago.

Claimants on the live unemployment insurance register at the end of February totalled 388,501 (328,314 males and 60,187 females), as against 376,338 (312,756 males and 63,582 females) on January 31 and 350,805 (272,094 males and 78,711 females) on February 29, 1952. Ordinary claimants on February 28 numbered 308,757 (264,964 males and 43,793 females), while of the remaining claimants, 22,011 were short-time, 3,325 temporary lay-off and 54,408 were claiming supplementary benefit.

Adjudications on initial and renewal claims totalled 181,580. Of this number, 117,671 were entitled to benefit. Disallowances constituted 49,752 claims, while disqualifications were imposed in 22,328 cases (including 6,399 on revised and 1,772 on supplementary benefit claims). Chief reasons for disqualification were: "not unemployed", 6,731 (the duration of the disqualification period in 4,452 of these cases was six days or less); "voluntarily left employment without just cause", 6,863 cases; "not capable of and not available for work", 2,209 cases.

Claimants receiving first benefit payments during the month totalled 121,507, compared with 163,273 in January and 107,680 in February 1952.

*See Tables E-1 to E-8 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the umpire

Decision CU-B 883, December 2, 1952

Held: *That a claimant, who expected to return to work for her former employer and who had been successful in obtaining only six weeks' employment in four months, was rightfully disqualified from the receipt of benefit under Section 40(1)(a) of the Act when she refused to apply for employment at the prevailing rate of pay in the district and of a kind she could have easily performed.*

Material Facts of Case.—The claimant, single, 30 years of age, was employed as an assembler by a manufacturer of automobile parts at a wage of \$1.13 an hour from February 12, 1952, to May 7, 1952, when she was laid off because of a shortage of work. On May 8, 1952, she filed a renewal claim for benefit, which was allowed. During the period from July 14, 1952, to August 29, 1952, she again worked for the same manufacturer.

On September 5, 1952, the local office notified her of employment in her home town as a binder with a litho-printing firm at a wage of 72 cents an hour. The hours of work were eight a day and 40 a week (day work). According to the submissions, the prevailing rate of pay in the district for that type of work ranged from 59 to 83 cents an hour. She refused to apply for the employment on the grounds that the wages were too low and that she expected to return to work for her previous employer. The local office commented that the claimant's former employer reported that the probable date of rehiring was very indefinite and that she might not be called back to work before six months' time. The local office further commented that the prospective employer would have given her employment until Christmas and that the job could have developed into a permanent one.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because she had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act.

The claimant appealed to a court of referees which, after having heard her and her representative, by a majority finding, disallowed the appeal.

The claimant appealed to the Umpire.

Conclusions.—The claimant, who had been successful in obtaining only six weeks' employment with the Products Company since May 7, 1951, was offered, on September 5, 1952, temporary work other than in her usual occupation but of a kind that she could have easily performed. She refused to accept it on the grounds that the rate of pay was too low and that she expected to be recalled to work by her former employer.

With regard to the rate of pay offered, the court of referees found that it was "above the prevailing starting rate" in the district for that kind of work and, on the evidence before me, I have no valid reason to differ from the finding of fact.

As to the claimant's statement that she expected to be recalled to work by her former employer, the local office at the time of the offer inquired from him as to the probable date of her re-employment. His answer was that he had no idea and that it might not be before six months' time. It turned out, however, that she resumed work with him four or five weeks later.

I can understand the claimant's point of view in refusing to accept temporary work at a rate of pay lower than that which she had previously received particularly as she expected to regain the job in which she had established seniority. On the other hand, I cannot lose sight of the fact that unemployment insurance is a measure essentially designed to financially assist the worker who is in the unfortunate position of being unable to find employment and that Section 40(3) of the Act provides as follows:—

After a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not

lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.

For those reasons, I do not consider that I would be carrying out the intent of the Act if I were to decide that the claimant should have been allowed to continue to receive unemployment insurance benefit when there was work available for her at the prevailing rate of pay in the district and of a kind that she could have easily performed.

The appeal is dismissed.

Decision CU-B 887, December 4, 1952

Held: (1) *That employment in the local textile industry at the prevailing rate of pay was suitable for a young mother who had been unemployed for several months, even though it involved shift work.*

(2) *That inasmuch as she was available for work from 7:30 a.m. to 5:00 p.m., which are normal working hours, she had not so restricted her field of employment as to be no longer considered available for work within the meaning of the Unemployment Insurance Act.*

Material Facts of Case.—The claimant, married, 21 years of age, filed an initial application for benefit on January 12, 1952, and stated therein that she had been employed by a manufacturer of power chain saws as a press machine operator at a wage of 75 cents an hour from September 14, 1951, to January 11, 1952, when she was laid off because of a shortage of work.

In April 1952, the insurance officer disqualified her from the receipt of benefit for a period of six weeks under Section 40(1)(a) of the Act because she had refused to apply for a situation in suitable employment, as a power sewing machine operator with a textile company at a wage of 60 cents an hour plus piece work. The reason then given for her refusal was that she had no one to look after her baby in the evenings. The local office reported that she was able to do day work from 7:30 a.m. to 5:00 p.m. but was not free to take shift work.

On August 8, 1952, the local office notified her of permanent employment on a shift basis as a power sewing machine operator with another textile company at a wage of 60 cents an hour. The prevailing rate was reported to be from 50 to 65 cents an hour. She refused to apply for the employment, again stating that she had nobody to mind her baby in the evenings. The local office commented that for several

months past there had been no openings for married women desiring day work in factories.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because she had, without good cause, refused to apply for a situation in suitable employment (Section 40(1)(a) of the Act). He also disqualified her from the receipt of benefit for an indefinite period because she was not available for work (Section 27(1)(b) of the Act).

The claimant appealed to a court of referees which, after having heard her and her representative, by a majority finding, upheld the decisions of the insurance officer.

With the claimant's consent a union representative appealed to the Umpire, contending that the plant to which she was referred for employment on August 8, 1952, was paying much lower than the going wages and that the work, which was on a shift basis, was not suitable for the claimant.

The manager of the local office in a memorandum to the Regional Claims Officer dated October 7, 1952, submitted information which he had obtained regarding rates of pay being paid by a number of employers in the locality.

Conclusions.—It is contended on the claimant's behalf that "shift work with its dislocation of home life, living and meal requirements, etc., should not be within the jurisdiction of an insurance officer to exercise any power of direction or compulsion".

It is not only the right but the duty of the placement officer to direct a claimant to any employment which, under the circumstances, is suitable and this may mean employment involving shift work. Whatever inconvenience it may cause the worker, shift work is a recognized fact in industry.

I readily understand that in the case of the claimant, who is a young married woman with a baby, employment involving night work would considerably disturb her domestic life. On the other hand, one cannot overlook the fact that she had been out of work for several months when she was referred to what was apparently the only employment available. In that lengthy period of time she had been unable to find employment of the kind that she wanted and the local office reported that for several months it had had no openings for married women who desired day work in factories.

(Continued on page 747)

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 138 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 94 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available, on request, to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of March are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 54,921.49
Defence Construction (1951) Limited: (Building and Maintenance).....	1	8,541.60
Defence Production (February report).....	151	9,851,019.00
Post Office	9	141,192.61
Public Works	3	16,261.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in

no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$606.60 was collected from three employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been, or will be, distributed to the 26 employees concerned.

Contracts Containing Fair Wages Schedules Awarded—March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Bow River Project Alta: W C Wells Construction Co Ltd, construction of canal & road, etc (Distributary R Extension).

Central Mortgage and Housing Corporation

Greenwood N S: Nova Scotia Light & Power Co, *extension of electrical distribution system. *Saint John N B:* M H Downs, *interior painting, Rochwood Court. *Montreal P Q:* Montreal Management & Maintenance Co Ltd, *interior painting, Benny Farm Gardens; Guy Ouiment, *interior painting, Villeray Terrace. *Nitro P Q:* A Lecompte & Fils, *installation of fire alarm system. *Downsview Ont:* Rayner Construction Ltd, construction of roads & drives; Redfern Construction Co Ltd, construction of houses, RCAF Station. *Ottawa Ont:* S W Farrell & Son, *supply

& erection of chain link fence, Strathcona Heights; James Rotar, *supply & installation of protective window screens, Strathcona Heights. *Trenton Ont:* John N Entwistle, construction of school. *Windsor Ont:* Eavestroughing Perfect Service, *eavestroughing. *Edmonton Alta:* O K Construction & Supply Co Ltd, completion of roadways & driveways. *Macaulay B C:* Rosehall Nurseries Ltd, *landscaping. *Vancouver B C:* Ed Johnston, landscaping, Fraserview; W W Philpott, interior painting, West Broadway.

Defence Construction (1951) Limited

Lachine P Q: O Langlois Construction Ltd, construction of water storage tank. *Valcartier P Q:* Nap Trudel & Fils, construction of headquarters bldg. *Ville la Salle P Q:* Mobec Ltd, installation of lighting & lamps in warehouse bldg. *Uplands Ont:* Terminal Construction Co Ltd, construction of watermains, storm & sanitary sewers. *Gimli Man:* Maple Leaf Construction, construction of roads. *Shilo Man:* Red River Construction Co Ltd,

installation of sewer & water connections to barracks blocks. *Dundurn Sask:* North West Electric Co Ltd, construction of electrical distribution system; New West Construction Co Ltd, grading & services for new magazine area. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of synthetic training bldg. *Claresholm Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of bldg & access roads.

Building and Maintenance

Dartmouth N S: T P Lusby & Co Ltd, connecting hangars to steam distribution system, HMCS "Shearwater". *Debert N S:* Rayner Construction Ltd, rehabilitation & improvement of roads. *Newport Corners N S:* Ralph & Arthur Parsons Ltd, extension of water main line, Naval Radio Station. *Sydney N S:* Silver & Roberts, provision of electrical facilities for dehumidification program of reserve fleet, Point Edward Naval Base. *St Hubert P Q:* Viau Asphalt & Paving, construction of

storm drain & ditch, RCAF Station. *St Johns P Q:* Eagle Roofing Co, application of built up roof. *Valcartier P Q:* Magloire Cauchon Ltd, alterations & extensions to bldg. *Camp Ipperwash Ont:* Calcott Plumbing Co, installation & painting of low pressure steam heating system. *Hamilton Ont:* Barclay Construction Ltd, construction of extension & interior alterations to galley in barracks block, HMCS "Star". *Saskatoon Sask:* Myers Construc-

tion Co Ltd, construction of small arms range bldg, HMCS "Unicorn". *Ralston Alta*: Poole Construction Co Ltd, repairs to river intake, water supply system, Suffield Experimental Station. *Wainwright Alta*: Northern Asbestos & Bldg Supplies

Ltd, erection of Butler bldgs, Military Camp. *Boundary Bay B C*: R N Cowherd, conversion from coal to oil heating units. *Esquimalt B C*: J A Pollard Construction, repairs & improvements to central victualing depot, HMC Dockyard.

National Harbours Board

Saint John N B: Standard Dredging Co Ltd, construction of extension to pier 2-3. *Vancouver Harbour B C*: Vancouver Pile Driving & Contracting Co Ltd, float

renewal at fishermen's wharf; City Construction Co Ltd, paving shed floors, Ballantyne Pier.

Department of Public Works

Glovertown Nfld: B Stokes & Sons Ltd, construction of RCMP Detachment bldg. *St John's Nfld*: Geo A Pye, interior painting & redecorating UIC offices. *Charlottetown P E I*: Bruce Stewart & Co Ltd, *renewals & repairs to dredge "PWD No 12"; L M Poole & Co, alterations & additions, Sterns Bldg. *Digby N S*: Kentville Hardware Store Ltd, re-roofing & flashing freight shed. *Gunning Cove N S*: Alfred Thimot & Medard Comeau, wharf extension. *Halifax N S*: A S Lee, improvements to heating system, K of C Bldg. *North Sydney N S*: North Sydney Marine Railway Co Ltd, *renewals & repairs to scow "PWD No 163". *Sandy Cove N S*: L G Rawding Construction Ltd, breakwater reconstruction. *Western Shore N S*: Mosher & Rawding Ltd, wharf reconstruction. *Yarmouth N S*: Rodney Contractors Ltd, supply of rock for & construction of enrockment at ferry terminal. *Campbellton N B*: Diamond Construction Co Ltd, accommodation for ferry. *Chipman N B*: Myles D Chown, alterations & improvements to post office bldg. *Fredericton N B*: Caldwell Construction Co Ltd, installation of customs counters & fittings in new public bldg. *Saint John N B*: E. Mooney Construction Ltd, construction of garage, gravel surfacing, etc, RCMP barracks; R Jack Atkins, construction of single family residence, RCMP barracks; Mooney Construction Co, alterations to Lawson Motors bldg. *Shediac Bridge N B*: Modern Construction Ltd, construction of wharf. *Cross Point P Q*: James S Watt, extension to jetties. *Farnham P Q*: Desourdy Construction Ltd, construction of protection wall. *Hull P Q*: A Lanctot Construction Co, alterations to Lido Club bldg for UIC. *Montreal P Q*: A F Byers Construction Co Ltd, partitioning work, etc, postal station "B"; William Henry Madigan, interior painting & decorating, Customs Examining warehouse. *Ste Anne de Bellevue P Q*: Eagle Construction Co, extension to stores bldg, Ste Anne's

Hospital. *St Joachim de Tourelle P Q*: Charles Verreault, wharf repairs & extension. *Sept Iles P Q*: J Lionel Bizier, construction of transit shed. *Sorel P Q*: Lucien Lachapelle, harbour repairs & improvements. *Kitchener Ont*: Craftsmen Painting & Decorating Contractors, interior & exterior painting & redecorating, public bldg. *Ottawa Ont*: Automatic Sprinkler Co of Canada Ltd, supply & installation of automatic sprinkler system, 35 George St; Sirotek Construction Ltd, construction of roof, snow guards, gutters, etc, MD & PM Laboratories; H G Francis & Sons, installation of heating & ventilating unit, main piggery, Central Experimental Farm; Dominion Electric Protection Co, installation of fire alarm & night watch systems in Mines Branch bldg; Fred Guy & Son, moving certain RCMP sections from Justice bldg & Justice annex to Seminary bldg. *Owen Sound Ont*: Russel-Hipwell Engines Ltd, *construction of steel hopper scows for dredges. *Portsmouth Ont*: A F Simpson, wharf repairs & reconstruction. *Temagami Ont*: T G McDonald Construction Co Ltd, construction of wharf. *Toronto Ont*: T J Colbourne Construction Ltd, alterations to bldg, 3 Sullivan St. *Windsor Ont*: The Foundation Co of Canada Ltd, construction of office bldg for UIC. *Shoal Lake Man*: Universal Contractors Ltd, construction of public bldg. *Winnipeg Man*: Harris Construction Co Ltd, wharf extension & repairs. *North Portal Sask*: Stead Construction Co, construction of residence for Veterinarian, Department of Agriculture. *Kuper Island B C*: James McDonald Construction Co Ltd, renewal of wharf & float. *Lake Cowichan B C*: Cowichan Housing Ltd, construction of detachment bldg for RCMP. *New Westminster B C*: Ward & Son Ltd, alterations to Belyea bldg. *Westview B C*: Pacific Piledriving Co Ltd, extension to floats. *Whaletown B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf & float repairs.

Department of Transport

Canso N S: T C Gorman (Nova Scotia) Ltd, construction of lock, entrance piers & channel for causeway. *Sydney Harbour N S:* Foundation Maritime Ltd, removal of wreck of "Pelican". *Trenton Ont:* Central Bridge Co Ltd, repairs to Bridge

No 1. *Brandon Man:* A F Byers Construction Co Ltd, repairs to roof trusses of hangar No 2. *Regina Sask:* A F Byers Construction Co Ltd, repairs to trusses of hangar No 3.

Indian Labour Conference

(Continued from page 740)

to change conditions of employment during conciliation proceedings, the enforcement of collective agreements and arbitration awards, and methods for determining whether a union is entitled to recognition.

At the end of the session, Shri Giri summed up the general trend of discussions. He found that all groups in the Conference were agreed on the basic policy of placing a greater emphasis on collective bargaining and the settlement of disputes through voluntary conciliation and arbitration. However, the majority of the delegates were of the view that it would be too risky for governments to divest themselves of authority to intervene with compulsory arbitration when all other methods of settlement had failed. Shri Giri said that he would carefully consider this view.

Accepting the suggestion that a small committee be set up to agree on the basis of the new legislation, he decided to set up a committee composed of one representative from each of the four central organizations of workers and the three central organizations of employers. Each member could be accompanied by an adviser.

Expressing his satisfaction with the achievements of the Conference, the Minister concluded:—

The shift of emphasis from compulsory adjudication to collective bargaining is itself a great gain. Collective bargaining must become a habit instead of a necessity, and a habit becomes ingrained only if one has faith in it. The settlement of disputes is a difficult task, but the cultivation of goodwill is an infinitely more difficult one. Compulsory adjudication may attempt the former, but collective bargaining alone can achieve the latter.

Decisions of the Umpire

(Continued on page 743)

It has always been the policy of the adjudicating authorities under the Act to take into consideration, to a reasonable degree, one's domestic circumstances. In this case, however, I do not consider that the intent of the Act and the interests of the mass of workers who contribute to the Unemployment Insurance Fund would be served if I were to decide that the job offered to the claimant was not suitable or that she had just cause for refusing it.

With regard to the low rate of pay, it is quite clear, from the additional information obtained and which is herein before referred to, that it was in accordance with the prevailing rate in the local textile industry for the kind of work which was offered to the claimant.

I must say, however, that I do not agree with the finding of the court that the claimant has so restricted her field of employment that she can no longer be considered as being available for work within the meaning of the Unemployment Insurance Act.

The claimant is apparently available for work from 7:30 a.m. to 5 p.m. which, after all, are normal working hours and I am not convinced that there is no likelihood of day work for her, if not in her usual occupation, in another occupation either in (her home town), which has a population of approximately 30,000, or in the surrounding district.

For those reasons the court's finding pursuant to Section 40 of the Act is maintained and its finding pursuant to Section 27(1)(b) is reversed.

Wages, Hours and Working Conditions

Pulp and Paper Industry

Plant employees obtained average rise in wage rates of almost 2 per cent in 1952, although wage rates of a large number of workers were unchanged. Decided shift to 40-hour week occurred in some sections

An average rise in wage rates of almost two per cent was obtained by plant employees in the pulp and paper industry in 1952. The wage rates of a large number of workers, however, remained unchanged. There was a decided shift to a 40-hour week in certain sections of the industry. These trends were indicated in the October 1952, survey by the Department of Labour covering 102 pulp and paper mills across Canada.

Wage Changes

In the 12-month period prior to October 1, 1952, plant employees in the pulp and paper industry benefited by gains in wage rates averaging 1.9 per cent. These were substantially lower than in the previous year when an average rise of 20.4 per cent occurred. The index of wage rates for the industry rose from 248.1 to 252.9 on a base of 1939 as 100.

In developing an index of wage rates for the industry as a whole, four sub-industry indexes were used. Three of these cover production workers in the major manufacturing divisions of the industry, pulp, newsprint and paper other than newsprint, and the fourth, maintenance workers in all three divisions. Modest increases in wage rates were evident in pulp, newsprint and maintenance but no change was shown in the index for paper other than newsprint. The indexes of average wage levels for the industry as a whole and the four separate occupational groups are shown below for 1951 and 1952 in terms of 1939 as 100.

	1951 Index	1952 Index	Per Cent Increase
Pulp and Paper.....	248.1	252.9	1.9
Pulp	275.3	283.0	2.8
Newsprint	224.0	224.7	2.0
Paper other than Newsprint	244.0	244.0	0.0
Maintenance	252.7	259.8	2.8

Employees receiving wage increases were widely dispersed geographically and the

amounts obtained varied according to both geographic location and manufacturing division.

In Nova Scotia upward wage adjustments of 4 or 5 cents an hour were most common but one mill raised rates by 9 to 19 cents. No major changes in rates of pay occurred in New Brunswick. In Ontario, an agreement between 12 major pulp and newsprint manufacturing firms and nine AFL-TLC unions provided for increases in wage rates of 4 cents an hour effective May 1, 1952, and an additional 4 cents at November 1 (L.G., Oct. 1952, p. 1300), although only the former are reflected in the wage index. While there were no adjustments in wage rates in the important fine paper mills in Quebec and Ontario during the period covered, an agreement was executed September 30 providing for a reduction of working hours from 48 to 44 on January 1, 1953, with maintenance of take-home pay plus a retroactive increase in rates of 3 cents an hour to the date of the agreement (L.G., April, p. 577). A small number of sulphite and newsprint plants in Quebec granted modest increases. In British Columbia, pulp and paper workers received an upward adjustment in hourly rates of 10 cents an hour, effective July 1, 1952.

On a Canada basis, wage changes for the 27 selected occupations used in this analysis and listed in Table 1 varied within very narrow limits. A drop of 1 cent an hour is indicated for beatermen, backtenders and third hands in mills producing paper other than newsprint.¹ For the remaining occupations, average increases ranged from 2 to 6 cents an hour.

¹Minor fluctuations in rates, such as the 1-cent decrease noted, can quite easily be caused by shifts in the employment distribution of workers among mills and provinces and can also be the result of slight modifications in coverage and reporting methods.

TABLE I.—CANADA AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PULP AND PAPER INDUSTRY, 1949-52

Occupation	1949	1950	1951	1952
Pulp				
Wood Handler (1).....	.99	1.04	1.25	1.28
Grinderman.....	1.04	1.10	1.34	1.38
Chipperman.....	1.02	1.08	1.32	1.35
Acid Maker.....	1.27	1.34	1.62	1.66
Digester Cook.....	1.40	1.47	1.76	1.82
Blow Pit Man.....	1.03	1.10	1.33	1.36
Screenman.....	1.06	1.12	1.36	1.39
Wet Machine Man.....	.91	.94	1.13	1.17
Newsprint				
Beaterman.....	1.02	1.08	1.32	1.35
Machine Tender.....	2.16	2.24	2.65	2.69
Backtender.....	1.98	2.05	2.42	2.47
Third Hand.....	1.62	1.68	2.01	2.05
Fourth Hand.....	1.28	1.33	1.62	1.65
Fifth Hand.....	1.19	1.25	1.51	1.54
Machine Oiler.....	1.13	1.21	1.47	1.50
Roll Finisher.....	1.04	1.10	1.35	1.37
Paper Other Than Newsprint				
Beaterman.....	.98	1.05	1.29	1.28
Machine Tender.....	1.42	1.53	1.77	1.79
Backtender.....	1.22	1.33	1.58	1.57
Third Hand.....	1.10	1.18	1.42	1.41
Finisher.....	.98	1.06	1.23	1.25
Maintenance				
Electrician.....	1.29	1.38	1.69	1.73
Stationary Fireman.....	1.12	1.19	1.46	1.51
Labourer.....	.96	1.02	1.23	1.27
Machinist.....	1.28	1.37	1.66	1.70
Millwright.....	1.26	1.36	1.63	1.67
Pipefitter.....	1.27	1.36	1.66	1.71

(1) Includes Conveyor Man, Sorter, Loader, Cleaner, Stackerman, etc.

print. Traditionally, this division of the industry has the highest wage structure, because of the greater responsibility involved in operating and maintaining machines which are of greater speed and width than those used for producing other types of paper. Machine tenders and backtenders, the most skilled occupations shown, received the highest rates of pay in all provinces and beatermen, an unskilled job category, had the lowest.

Of the five occupations selected to represent workers directly engaged in producing other types of paper, machine tenders and backtenders were again the highest paid job categories and finishers the lowest. Regionally, rates were similar in the Maritime Provinces and British Columbia and were somewhat higher in these provinces than in Quebec and Ontario.

Wage rate averages for six maintenance jobs were based on reports from firms in all three divisions of the industry. Electricians, machinists, millwrights and pipefitters received similar rates and these were within a few cents of \$1.70 an hour on a national basis. Rates for labourers, which form the base of the wage structure in this industry, averaged \$1.27 an hour for Canada as a whole and ranged from \$1.13 in Nova Scotia to \$1.49 in British Columbia.

Wage Structure

Average wage rates for these same occupations are given in Table 2 on a regional basis. Newfoundland, important for the manufacture of newsprint, has not been shown separately in order to avoid disclosing confidential information, as employment is largely confined to two firms.

Regional variations in wage rates are not as marked as in most industries, with workers in the Maritime Provinces and Quebec, in the majority of cases, averaging a few cents less than the national figures; those in Ontario and British Columbia, a few cents more. The highest rates for individual occupations were paid in British Columbia.

Of eight occupations selected to represent the pulp manufacturing division of the industry, digester cooks were the highest paid in all provinces and wet machine men the lowest, in all provinces but British Columbia.

Wage rates were also analysed for eight occupations in the manufacture of news-

Hours of Work

A definite trend to the 40-hour week for pulp and paper workers is indicated by information obtained in the October 1952, survey. At that time more than one-third of the workers were in mills operating on a 40-hour schedule, compared with slightly more than 10 per cent a year previously. The following percentage distribution of plant workers according to length of work week in 1951 and 1952 shows that the major change is a result of reductions from 44 and 42 hours to 40 in some mills. All plants reporting a 40-hour week in 1952 were on a 5-day schedule.

Standard Weekly Hours	Percentage of Non-office Employees	
	1951	1952
40 and less.....	10.7	35.2
42	7.4	—
44	12.9	3.4
Over 44 and under 48	.4	—
48	66.7	59.8
Over 48	1.9	1.6
	100.0	100.0

TABLE II.—PROVINCIAL AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PULP AND PAPER INDUSTRY,
OCTOBER 1952

Occupation	Nova Scotia		New Brunswick		Quebec		Ontario		British Columbia	
	Average Wage Rate	Range of Rates ⁽¹⁾	Average Wage Rate	Range of Rates ⁽¹⁾	Average Wage Rate	Range of Rates ⁽¹⁾	Average Wage Rate	Range of Rates ⁽¹⁾	Average Wage Rate	Range of Rates ⁽¹⁾
Pulp—										
Wood Handler ⁽²⁾	1.21	.80—1.38	1.24	1.21—1.26	1.24	1.15—1.27	1.33	1.18—1.41	1.51	1.45—1.51
Grinderman.....	1.01	.95—1.48	1.30	1.10—1.35	1.26	1.00—1.35	1.43	1.31—1.51	1.57	1.50—1.64
Chipperman.....			1.28	1.25—1.31	1.26	1.19—1.34	1.40	1.27—1.48	1.60	1.52—1.65
Acid Maker.....			1.62	1.41—1.78	1.58	1.38—1.69	1.67	1.37—1.80	1.79	1.77—2.00
Digester Cook.....			1.72	1.59—1.86	1.77	1.57—1.91	1.82	1.62—2.04	1.95	1.77—2.00
Blow Pit Man.....			1.36	1.32—1.42	1.30	1.27—1.37	1.37	1.24—1.47	1.64	1.49—1.64
Screenman.....			1.35	1.27—1.42	1.31	1.23—1.38	1.43	1.26—1.58	1.61	1.51—1.70
Wet Machine Man.....	.94	.92—.95	1.15	1.10—1.28	1.10	.90—1.31	1.23	1.00—1.65	1.61	1.32—2.03
Maritime Provinces⁽³⁾										
Newsprint—										
Beaterman.....			1.29—1.43		1.28	1.25—1.32	1.41	1.33—1.49	1.50	1.47—1.50
Machine Tender.....			2.77—3.20		2.60	2.36—2.82	2.74	2.46—3.04	2.82	2.46—3.16
Backtender.....			2.55—2.95		2.38	2.16—2.59	2.51	2.23—2.82	2.63	2.19—2.92
Third Hand.....			2.09—2.43		1.98	1.80—2.12	2.11	1.90—2.33	2.14	1.86—2.37
Fourth Hand.....			1.64—1.91		1.58	1.49—1.66	1.70	1.58—1.85	1.77	1.62—1.91
Fifth Hand.....			1.33—1.77		1.45	1.41—1.54	1.59	1.50—1.70	1.64	1.37—1.72
Machine Oiler.....			1.53—1.80—1.55		1.45	1.34—1.55	1.56	1.49—1.68	1.57	1.55—1.62
Roll Finisher.....			1.31—1.43		1.34	1.28—1.41	1.39	1.34—1.47	1.52	
Paper Other Than Newsprint—										
Beaterman.....			1.28	1.26—1.32	1.26	1.16—1.32	1.25	1.20—1.35	1.50	1.45—1.58
Machine Tender.....			2.02	1.91—2.15	1.63	1.32—1.95	1.86	1.60—2.23	2.23	2.06—2.43
Backtender.....			1.76	1.53—1.94	1.42	1.07—1.74	1.63	1.30—2.02	1.94	1.79—2.15
Third Hand.....			1.57	1.46—1.70	1.25	.98—1.45	1.48	1.25—1.75	1.72	1.58—1.87
Finisher.....					1.22	.95—1.40	1.26	1.17—1.38		
Maintenance—										
Electrician.....	1.75	1.62—1.90	1.68	1.54—1.75	1.62	1.44—1.75	1.81	1.57—1.97	1.91	1.79—1.99
Stationary Fireman.....			1.51	1.28—1.63	1.39	1.22—1.53	1.61	1.41—1.77	1.62	1.53—1.75
Labourer.....	1.00	.86—1.33	1.24	1.12—1.25	1.19	1.12—1.25	1.30	1.14—1.40	1.49	1.45—1.50
Machinist.....	1.59	1.19—1.85	1.67	1.54—1.75	1.62	1.45—1.77	1.77	1.55—1.96	1.98	1.94—2.05
Millwright.....			1.64	1.54—1.73	1.58	1.40—1.75	1.78	1.55—1.96	1.91	1.81—1.99
Pipefitter.....			1.67	1.61—1.75	1.60	1.43—1.75	1.80	1.57—1.96	1.94	1.81—1.99

(1) Rates include rates for the middle 80 per cent of the workers used in the calculation of the averages.

(2) Includes Conveyor Man, Sorter, Loader, Cleaner, Stackerman, etc.

(3) Rates combined for Nova Scotia and New Brunswick in order to avoid disclosing confidential information.

Prices and the Cost of Living*

Consumer Price Index, April 1, 1953

For the fifth month in a row, the Dominion Bureau of Statistics' consumer price index has dropped. Between March 2 and April 1 it declined 0.2 per cent from 114.8 to 114.6, the lowest level since July 1951.

Food prices were lower, clothing costs unchanged and rents higher.

The declines in food prices continued to dominate the total index. A drop of 0.7 per cent in this series, from 111.6 to 110.9, reflected lower quotations for fresh meats, notably beef, veal and lamb, coupled with losses for potatoes and butter. Eggs, coffee, apples and processed pork prices were firmer.

Changes among other groups were small. The index for other commodities and services moved from 115.2 to 115.0, mainly because of the removal of radio licence fees, which overbalanced advances in health care items.

An advance in the household operation index from 116.7 to 116.9 was due to higher electricity rates. An increase in the rent component of the shelter index was reflected in a 0.2-per-cent change to 122.7. Clothing remained unchanged at 109.7.

The index one year earlier (April 1, 1952) was 116.8; group indexes were: food, 117.2; shelter, 119.4; clothing, 112.5; household operation, 116.8; other commodities and services, 116.6.

Cost-of-Living Index, April 1, 1953

The cost-of-living index (1935-39=100) also dropped during March, from 184.2 at March 2 to 183.9 at April 1. At April 1, 1952, it was 188.7.

Group indexes at April 1 (March 2 figures in parentheses) were: food, 223.5 (225.7); rent, 150.9 (150.7); fuel and light, 155.5 (154.4); clothing, 205.5 (205.5); home furnishings and services, 196.8 (196.3); and miscellaneous, 148.7 (147.9).

Group indexes one year ago (April 1, 1952) were: food, 240.2; rent, 146.3; fuel and light, 152.5; clothing, 210.4; home furnishings and services, 200.5; and miscellaneous, 147.9.

City Cost-of-Living Indexes, March 2, 1953

Cost-of-living indexes for seven of the nine regional cities decreased between

February 2 and March 2, 1953. Indexes for Saskatoon and Edmonton advanced slightly.

Among food price changes, decreases occurred for most cuts of beef and fresh pork while increases in egg prices were general. Potato prices were lower in all centres except Edmonton. An advance in the price of bread was reported for Saskatoon.

In the clothing and home furnishings and services groups, price changes were scattered, the movement being mainly up.

Fuel and light indexes remained unchanged in all cities except Vancouver, where a slight advance in coal prices was reported.

Rent indexes moved up fractionally in five cities and remained unchanged in the other four.

In all cities except Edmonton, where higher fares were reported for local transit, the miscellaneous items series showed a sharp drop, the result of decreases in cigarette prices.

Composite city cost-of-living index point changes between February 2 and March 2 were as follows: St. John's, -1.0 to 101.3 (1949=100); Montreal, -0.7 to 189.8; Winnipeg, -0.6 to 176.6; Saint John, -0.4 to 180.4; Vancouver, -0.4 to 187.1; Halifax, -0.3 to 173.6; Toronto, -0.3 to 181.2; Edmonton, +0.6 to 176.3; and Saskatoon, +0.3 to 182.4.

Wholesale Prices, March 1953

Wholesale prices increased slightly in March. The composite index number advanced from 220.9 to 221.9 between February 14 and March 14, according to the Dominion Bureau of Statistics' monthly report.

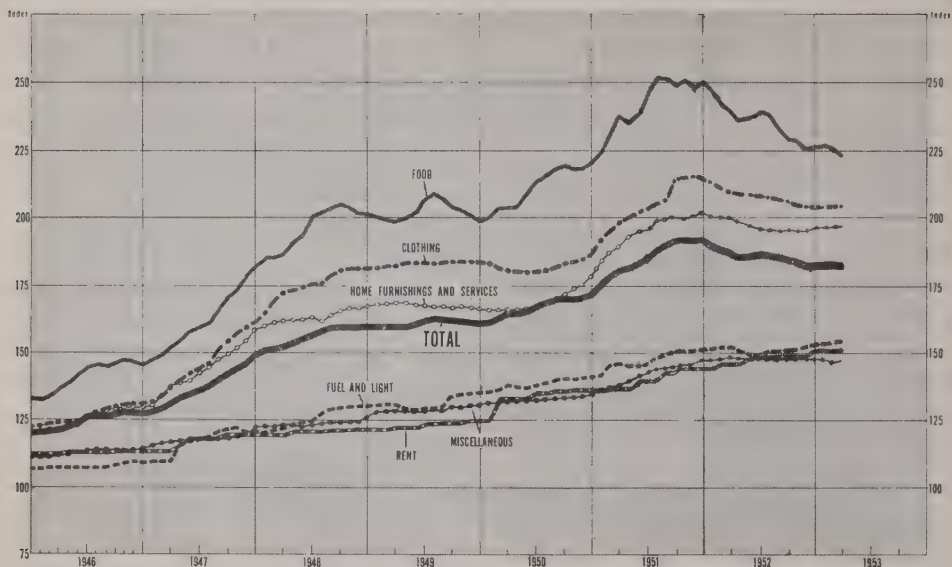
The March index this year was down about four per cent from a year earlier.

Five major component groups moved up from February, while one was unchanged and two declined. The index for non-ferrous metals advanced sharply from 168.5 to 174.7, mainly because of firmer prices for copper and its products coupled with lesser advances in lead, silver and tin. A slightly weaker price tone for the Canadian dollar was reflected in a higher quotation for gold. It was also a factor in advancing prices for other exports, notably newsprint.

The wood, wood products and paper index advanced from 289.7 to 290.9, mainly

*See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY 1946



as a result of the newsprint increase as well as changes in white pine, spruce and woodpulp. These outweighed lower quotations for British Columbia fir and cedar.

The vegetable products index rose from 200.9 to 201.5 as firmness for grains, vegetable oils and tea, coffee and cocoa outweighed weakness in potatoes, onions, rubber and livestock feeds.

A gain in fibres, textiles and textile products from 241.1 to 241.6 reflected strength for raw cotton, raw wool and worsted cloth.

An advance in non-metallic minerals was due to increases in brick, imported United States anthracite and sulphur.

In the animal products group, scattered decreases, mainly in livestock except hogs, beef carcass, sausage and butter outweighed advances in fish, hogs, fresh and cured pork and eggs to lower the index from 239.0 to 238.7.

The index for chemicals and allied products declined from 176.7 to 176.5 because of lower quotations for zinc oxide and sodium bichromate, which outweighed advances for certain inorganic chemicals.

Iron and steel products remained unchanged at 221.4.

Canadian farm product prices at terminal markets registered a further decline in March; the composite index receded from 222.6 to 220.8. Lower prices for field products, notably potatoes, were mainly responsible; the index for this series dropped from 182.1 to 177.3. Grains were higher on average. Animal products, on the other hand, increased from 263.1 to 264.3 as a result of increases in eggs, fowl, eastern butterfat and western hogs, which overbalanced lower quotations for other types of livestock and milk sold for cheese manufacture.

Residential building material prices were firmer in March. The composite index advanced from 282.3 to 283.4, recovering most of the drop occurring during the January-February period. Most of the advance was due to higher prices for mill-work items coupled with lesser increases for brick and copper wire.

Reversing a three-month downtrend, the United States consumer price index moved up fractionally between mid-February and mid-March. On March 15 the index (1947-1949=100) stood at 113.6, 0.2 per cent higher than a month earlier. The cost-of-living index, on a 1935-39 base, stood at 189.9, 0.3 per cent above the mid-February level.

Strikes and Lockouts

Canada, March, 1953*

Although the time loss from industrial disputes resulting in work stoppages increased slightly during March there was little change from the low figures of the previous two months. Three stoppages caused about 67 per cent of the total idleness. These were: clothing and hosiery factory workers at Montreal, Que.; grain elevator workers at New Westminster and Vancouver, B.C.; and coal miners at New Waterford, N.S.

Wages and related questions were the central issues in 11 of the 21 stoppages in March 1953, causing 48 per cent of the total loss. Of the other disputes, five arose over causes affecting working conditions, four over dismissals or suspensions and one over a union question.

Preliminary figures for March 1953, show 21 strikes and lockouts in existence, involving 5,450 workers, with a time loss of 33,018 man-working days, compared with 19 strikes and lockouts in February 1953, with 3,757 workers involved and a loss of 23,777 days. In March 1952, there were 25 strikes and lockouts, involving 5,186 workers and a loss of 65,272 days.

For the first three months of 1953 preliminary figures show 38 strikes and lockouts, involving 9,108 workers, with a

time loss of 87,845 days. In the same period in 1952 there were 41 strikes and lockouts, with 20,645 workers involved and a loss of 184,020 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March 1953, was 0.04 per cent of the estimated working time; 0.03 per cent in February 1953; 0.08 per cent in March 1952; 0.04 per cent for the first three months of 1953; and 0.07 per cent for the first three months of 1952.

Of the 21 strikes and lockouts in existence in March 1953, two were settled in favour of the workers, one in favour of the employer, four were compromise settlements and seven were indefinite in result, work being resumed pending final settlement. At the end of the month seven stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January 1953, was 136 and four were still in progress from the previous month. In all stoppages of work in progress, 24,100 workers were involved and a time loss of 60,000 working days caused.

Of the 136 disputes leading to stoppages of work which began in January, eight, directly involving 1,700 workers, arose over demands for advances in wages and 50, directly involving 5,900 workers, over other wage questions; six, directly involving 900

workers, over questions as to working hours; 14, directly involving 2,100 workers, over questions respecting the employment of particular classes or persons; and 58, directly involving 3,100 workers, were over other questions respecting working arrangements.

For 1952, preliminary figures show a total of 1,718 work stoppages beginning in the year, 416,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,793,000 working days. Comparable figures for 1951 are, 1,719 stoppages, 379,000 workers with a time loss of 1,694,000 days.

United States

Preliminary figures for February 1953, show 350 work stoppages resulting from labour-management disputes beginning in the month in which 120,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,000,000 man-days. Corresponding figures for January 1953, are 350 work stoppages involving 200,000 workers and a time loss of 1,250,000 days.

*See Tables G-1 and G-2 at end of book.

Canadian Labour Newspapers, Journals Available on Microfilm

Microfilms of Canadian labour journals and newspapers are now available from the Department of Labour Library. Positive film will be supplied at a price of nine cents per foot, delivered.

Persons ordering film may use the coupon printed at the end of the following list of titles available. When ordering, please list the title and place of publication. Cheques should be made payable to the Receiver General.

Any film found defective or unsatisfactory may be returned for replacement or refund.

The Library will appreciate co-operation in locating the source of issues missing from the titles listed below.

The Advocate. Vancouver. Proletarian Publishing Association. No. 2-283, Jan. 25, 1935-June 14, 1940. 3 reels. 128 ft. Supersedes B.C. Worker's News and the People's Advocate. Lacks: Jan. 18, 1935; May 29, Sept. 11, 1936; Nov. 19, 1937.

Alberta Labor News. Edmonton. Alberta Federation of Labor. V. 1, No. 1-V.15, No. 52, Sept. 4, 1920-Aug. 24, 1935. 5 reels. 368 ft. Supersedes Edmonton Free Press.

B.C. District Union News. Vancouver. British Columbia District Union, International Union of Mine, Mill and Smelter Workers. V. 1-V. 7, June 28, 1944-Feb. 11, 1952. 52 ft. Lacks: June 10, 1944; May 1947; Feb.-Apr. 1949.

The British Columbia Labor News. Vancouver. Vancouver Trades and Labor Council. V. 1, No. 1-29, July 29, 1921-May 26, 1922. 8 ft. Absorbed by British Columbia Federationist; later Canadian Labor Advocate. Complete set.

B.C. Lumber Worker. Vancouver. International Woodworkers of America. V. 4-V.19, Apr. 14, 1934-Nov. 15, 1951. 2 reels. 146 ft. Lacks: ?-Mar. 1934; May 1934; Aug. 1934; Dec. 8, 1934; June 30, 1936; Aug. 8, 1936; Dec. 2, 1936; Mar. 10, 1937; Aug. 11, 1937; Sept. 23, 1946; Oct. 21, 1946-Jan. 13, 1947; Feb. ? 1947; May 19-June 16, 1947.

British Columbia Musician. Vancouver. Musician's Union. V. 1-V. 6, May 8, 1923-Sept. 1928. 58 feet. Ceased publication Sept. 1928. Complete set.

Bulletin. Winnipeg. International Association of Machinists. V. 2-V. 8, July 1913-April 1924. 2 reels. 65 ft. Superseded by Machinist Bulletin. Lacks: Sept. 1913; Oct. 1913; Feb. 1914; July 1914; Sept. 1914; Dec. 1914; Feb. 1916.

The Canadian Labor Advocate. Vancouver. Vancouver Trades and Labor Council. 4th yr.-18th yr., Nov. 18, 1911-Apr. 29, 1926. 6 reels. 386 ft. Supersedes The British Columbia Labor News and British Columbia Federationist. Ceased Publication Apr. 29, 1926. Lacks: 1909-Nov. 11, 1911; Oct. 24, 1913; Oct. 2, 1914.

Canadian Labor Herald. Vancouver. Vancouver Council of Canadian Federation of Labour. V. 1-V. 5, Oct. 1937-Apr. 1942. 35 ft. Ceased publication Apr. 1942. Complete set.

Canadian Labor Leader. Sydney, N.S. Endorsed by Sydney Trades and Labor Council. V. 1, No. 1-53, Oct. 26, 1912-Nov. 2, 1918. 30 ft. Supersedes Lunn's Weekly. Ceased publication Nov. 2, 1918. Lacks: 1917; Sept. 14-Sept. 21, 1918.

Canadian Labor Press. Montreal. Allied Trades and Labor Association of Ottawa. V. 1-V. 32, Feb. 15, 1919-Nov. 30, 1950. 5 reels. 355 ft.

The Canadian Labor World. Hamilton. V. 1-12th yr., May 22, 1919-Nov. 26, 1931. 2 reels. 119 ft. Supersedes The New Democracy. Lacks: Dec. 1930-Feb. 1931.

Carpenters Monthly Bulletin. Toronto. Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America. No. 1-58, Aug. 1924-May/Oct. 1932. 20 ft. Supersedes Trade Report . . . Lacks: May/June 1927.

The Citizen. Halifax. McCurdy Printing Co. V. 1-V. 31, May 9, 1919-Oct. 6, 1950. 8 reels. 583 ft. Ceased publication 1950. Lacks: July 16, 1920; Oct. 13, 1922; Apr. 7, 1923; Apr. 2, 1937; Oct. 30, 1942; Feb. 26, 1943; Aug. 6, 1943; Sept. 14, 1945-Dec. 6, 1946; June 13, 1947; June 21, 1947; Dec. 12, 1947; Feb. 21, 1948; Dec. 30, 1949.

The Clarion. Toronto. Clarion Publishing Association. V. 1-V. 17, Mar. 15, 1922-Nov. 11, 1939. 11 reels. 825 ft. Supersedes *The Worker* and *Daily Clarion*. Ceased publication Nov. 11, 1939. Lacks: Apr. 3-May 15, 1926.

The Eastern Federationist. New Glasgow, N.S. Pictou County Trades and Labor Council and Federation of Labor. V. 2, No. 1-34, Mar. 8-Oct. 25, 1919. 23 ft. Superseded by the *Workers' Weekly*. Lacks: 1918-Mar. 1, 1919.

The Eastern Labour News. Moncton, N.B. Percy D. Ayer. V. 1-V. 5, Feb. 6, 1909-Nov. 15, 1913. 90 ft. Ceased publication Nov. 15, 1913. Lacks: June 10, 1911.

Edmonton Free Press. Edmonton. Edmonton Trades and Labor Council. V. 1-V. 2, Apr. 12, 1919-Aug. 21, 1920. 55 ft. Superseded by *Alberta Labour News*. Complete set.

Federated Railwayman. Montreal. American Federation of Labor, Railway Employees Department. V. 3-V. 16, Jan. 1926-Dec. 1951. 2 reels. 145 ft. Lacks: 1925; Nov. 1947; Nov. 1948; June/July 1951.

The Federationist. Vancouver. C.C.F. V. 4-V. 8, Jan. 25, 1940-Nov. 4, 1943. 75 ft. Lacks: ?-Jan. 18, 1940. Ceased publication Nov. 4, 1943.

The Fisherman. Vancouver. Pacific Coast Fishermen's Union and Salmon Purse Seiners' Union. V. 1-V. 11, Mar. 11, 1937-Dec. 19, 1950. 3 reels. 213 ft. Lacks: Feb. ?, July 3, 1937; Sept.-Dec. 1944.

Ford Facts. Windsor. U.A.W.-C.I.O. V. 2-V. 8, Dec. 3, 1942-Nov. 29, 1951. 60 ft. Ceased publication July 25, 1952. Lacks: V. 1-V. 2, No. 14, 1941-42; V. 2, No. 69, 1944; V. 3, No. 7, 1946; V. 7, No. 16, 1950.

Le Front Ouvrier. Ottawa. Centre Social Ouvrier Inc. V. 1-V. 7, Dec. 2, 1944-Nov. 24, 1951. 8 reels. 558 ft.

The Gazette. Glace Bay, N.S. The Gazette Publishing Co. Sept. 21, 1942-Jan. 15, 1949. 17 reels. 1490 ft. Superseded by *The Star*. *Lacks 90 issues.

The Industrial Banner. London, Ont. Independent Labor Party of Ontario. V. 5-31st yr., Jan. 1897-Feb. 24, 1922. 4 reels 285 ft. Ceased publication May 1922. Lacks: 1892-Dec. 1896; Nov. 1897; Jan.-Dec. 1898; Feb. 1899; Aug. 1899; Apr. 1900; May 18-June 22, 1900; July 1900; Aug. 10, 1900-May 1901; Sept. 1901; Nov. 1901; Dec. 1901?; Nov.-Dec. 1902; May 1904; Sept. 1904.

Justice. Montreal. International Ladies' Garment Workers' Union. V. 1-V. 10, Jan. 1937-Dec. 1951. 2 reels. 40 ft. Lacks: Apr. 1938; Oct. 1942; May-Sept? 1944; Oct.-Nov? 1945.

The Labor Advocate. Toronto. Grip Printing and Publishing Co. V. 1, No. 1-44, Dec. 5, 1890-Oct. 2, 1891. 35 ft. Ceased publication Oct. 2, 1891. Complete set.

Labor Challenge. Toronto. Revolutionary Workers Party. V. 1-V. 7, June 1, 1945-Apr. 1952. 35 ft. Ceased publication Apr. 1952. Lacks: Sept. 1951.

The Labor Digest. Hamilton. Hamilton District Trades and Labor Council. V. 1-V. 8, Dec. 1942-Dec. 1950. 45 ft. Lacks: Apr., Aug. 1948; Oct. 1949; Mar.-Aug., Dec. 1951.

The Labour Leader. Toronto. Labor Leader Publishing Co. V. 1-V. 32, June 27, 1919-Dec. 1951. 5 reels. 414 ft.

Labor Leader. Winnipeg. O.B.U. Movement. V. 1, No. 1-9, Apr. 4-May 30, 1935. 6 ft. Supersedes O.B.U. Bulletin. Superseded by O.B.U. Monthly. Complete set.

The Labor News. Hamilton. Labor News Publishing Co. V. 1-45th yr., Jan. 5, 1912-Dec. 1951. 4 reels. 275 ft. Lacks: 1913; Aug. 20, 1915; Feb. 9, 1917; Dec. 29? 1917; Aug. 1921; 1924; Jan. 1934; Feb. 1935; May, July, Sept., Nov. 1935; July 1940; 1947. Positive: Jan. 29, 1936-Dec. 22, 1945.

Labor Statesman. Vancouver. Vancouver, New Westminster and District Trades and Labor Council. Nos. 1-636, Apr. 25, 1924-Dec. 1951. 4 reels. 335 ft. Lacks: Sept. 18, 1931.

Labor Truth. Vancouver. Vancouver National Labour Council. V. 1-V. 6, May 1934-Nov. 1939. 55 ft.

The Labor World. (Le Monde Ouvrier) Montreal. La Federation du Travail du Quebec. V. 1-36th yr., Mar. 18, 1916-Dec. 1951. 10 reels. 771 ft. Lacks: Sept. 26, 1925; Oct. 2, Nov. 20, Dec. 4, 1943; April 1, May 20, Nov. 4, 1944; Nov. 1946; 1947.

Lunn's Weekly. Truro, N.S. V. 1, No. 42, Oct. 12, 1912. 5 ft. Superseded by *Canadian Labor Leader*. Lacks: V. 1, Nos. 1-41, 1912.

Machinist Bulletin. Winnipeg. International Association of Machinists. V. 1-V. 3, Aug. 24, 1924-May 1928. 20 ft. Supersedes *The Bulletin*. Ceased publication May, 1928. Lacks: Dec. 1926; Feb. 1928.

*Exact holdings available at the Library.

Manitoba Commonwealth. Winnipeg. Winnipeg Trades and Labour Council. V. 1-V. 15, Mar. 6, 1925-Oct. 10, 1941. 4 reels. 355 ft. Supersedes The Weekly News. Lacks: Apr. 9, 1926.

Maritime Labor Herald. Glace Bay, N.S. V. 1-V. 5, Oct. 14, 1921-July 10, 1926. 128 ft. Ceased publication July 10, 1926. Lacks: Oct. 4, 1924; Apr. 3, 1926.

The New Call. Calgary. Calgary Trades and Labour Council. V. 1-V. 8, Mar. 1, 1945-Mar. 26, 1952. 70 ft. Ceased publication on Mar. 26, 1952. Complete set.

One Big Union Bulletin. Winnipeg. Winnipeg Central Labor Council of the O.B.U. V. 1-V. 15, Aug. 12, 1919-May 24, 1934. 6 reels. 480 ft. Superseded by Labor Leader and One Big Union Monthly. Lacks: Dec. 20, 1919; July 7-Aug. 25, 1927.

One Big Union Monthly. Winnipeg. Winnipeg Central Labor Council of the One Big Union. V. 1, No. 1-11, Dec. 1937-Oct. 1938. 18 ft. Supersedes One Big Union Bulletin and Labor Leader. Ceased publication Oct. 1938. Complete set.

The Ontario Timber Worker. Port Arthur. Lumber and Sawmill Workers' Union. V. 1-V. 5, July 4, 1947-May 1951. 25 ft. Superseded by The Woodworker. Complete set.

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The Palladium of Labor. Hamilton. Knights of Labor. Jan. 13, 1883-Dec. 20, 1886. 3 reels. 115 ft. Supersedes The Labor Union. Superseded by Evening Palladium. Ceased publication Dec. 18, 1886. Lacks: Sept. 15, 1883; May 10, 1884; June 28, 1884; Dec. 19, 1885; Jan. 1886; Feb. 13-Mar. 13, 1886.

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The Printing Workers' Courier. Montreal. Printing Pressmen and Assistants' Union. V. 1-V. 12, June 1939-June 1951. 2 reels. 105 ft.

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The Star. Glace Bay, N.S. V. 1, No. 2-16, Jan. 27-May 5, 1949. 18 ft. Supersedes The Gazette. Ceased publication 1949. Lacks: Jan. 20, Apr. 14, 1949.

Steel Labor. Canadian edition. Indianapolis. United Steelworkers of America. V. 3-V. 16, Dec. 23, 1938-Dec. 1951. 2 reels. 120 ft. Lacks: Apr.-May 1941; May-Nov. 1944.

Steelworker and Miner. Sydney, N.S. M. A. MacKenzie. No. 356-929, Apr. 12, 1941-Oct. 6, 1951. 58 ft. Lacks: ?-Apr. 5, 1941; Sept. 26, 1942; Oct. 31, 1942; May 1, 1943; July 17, 1943; Nov. 10, 1945; Nov. 24, 1945; Jan. 5, 1946; Jan. 19, 1946; Nov. 23, 1946; Sept. 13, 1947; Feb. 19, 1949; Mar. 5-Mar. 12, 1949; Aug. 5, 1950; Feb. 17, 1951.

The Toiler. Toronto. Toronto District Labour Council. V. 2-V. 4, Apr. 4, 1902-Dec. 9, 1904. 38 ft. Superseded by The Tribune. Lacks: ?-Apr. 18, 1902; May 2, 1902; June 13-Dec. 19, 1902; Jan. 2, 1903; Jan. 16, 1903; Mar. 13, 1903; July 24, 1903; Oct. 14-21, 1904.

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Le Tramway. Montreal. Syndicat des Employes de Tramways de Montreal. V. 1-V. 20, Mar. 26, 1927-Dec. 1946. 3 reels. 152 ft. Lacks: Oct. 1940; Dec. 1941; May-June 1942; Dec. 1943; July-Dec. 1944; July, Nov. 1945; Jan.-Feb., July, Nov. 1946.

Le Travail. Montreal. Confederation des Travailleurs Catholiques du Canada. V. 1-V. 27, Nov. 1924-Dec. 21, 1951. 5 reels. 307 ft. Supersedes La Vie Syndicale and Le Travail et la Vie Syndicale. Lacks: Dec. 1931; Jan. 1932; 1941; Sept. 1942.

Le Travailleur. Quebec City. Quebec Compagnie de Publicite Syndicale, Limitee. 1st yr.-2nd yr., Feb. 16, 1922-Aug. 30, 1923. 2 reels. 43 ft. Complete set.

The Tribune. Toronto District Labor Council. V. 1, No. 1-52, Sept. 9, 1905-Sept. 1, 1906. 2 reels. 38 ft. Supersedes The Toiler.

The Unemployed Worker. Vancouver. Vancouver Unemployed Councils. V. 3-V. 6, Feb. 7, 1931-Oct. 24, 1934. 2 reels. 115 ft. Ceased publication 1934. Lacks: 1927-Jan. 31? 1931; Feb. 14-Mar. 7, 1931; Mar. 21-Mar. 28, 1931; Apr. 11-Apr. 24, 1931; May 16-May 30, 1931; June 13-June 20, 1931; July 4-Sept. 12, 1931; July 1-July 16? 1932; July 18, 1934.

United Automobile Worker. Canadian edition. Detroit. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. V. 8-V. 15, Jan. 1, 1944-Dec. 1951. 2 reels. 102 ft.

Western Clarion. Vancouver. Socialist Party of Canada. Nos. 314-693, Apr. 1, 1905-Nov. 9, 1912. 3 reels. 133 ft. Ceased publication Nov. 9, 1912. Lacks: ?-Mar. 25, 1905 (Nos. 1-313).

The Western Labour News. Winnipeg. Winnipeg Trades and Labour Council. V. 3-V. 30, May 8, 1897-Apr. 13, 1923. Includes Special Strike Edition, No. 1-32, May 17-June 23, 1919. 11 reels. 867 ft. Supersedes The Voice. Ceased publication Apr. 13, 1923. Lacks: 1894-May 1, 1897; Dec. 16, Dec. 30, 1898; May 19-June 2, 1899; June 16, 1899-June 7, 1901; June 21, 1907; June 25, 1909.

The Woodworker. Port Arthur. Canadian Union of Woodworkers. V. 1, No. 1-No. 3, June-Sept. 1951. 15 ft. Supersedes The Ontario Timber Worker. Ceased publication Sept. 1951. Complete set.

The Workers' Weekly. Stellarton, N.S. Pictou County Organized Labour. V. 2-V. 7, Nov. 7, 1919-July 10, 1925. 2 reels. 170 ft. Supersedes The Eastern Federationist. Lacks: Dec. 24, 1920; Apr. 22, 1921.

Young Worker. Toronto. Young Communist League of Canada. V. 1-V. 11, June 1924-May 9, 1936. 90 ft. Lacks: July, Sept. 1924. Ceased publication May 9, 1936.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended February 21, 1953			Week ended January 24, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	9,980	4,982	4,998	9,984	4,983	5,001
A. Civilian labour force.....	5,194	4,069	1,125	5,210	4,075	1,135
Persons at work.....	4,839	3,759	1,080	4,854	3,765	1,089
35 hours or more.....	4,518	3,572	946	4,533	3,588	945
Less than 35 hours.....	321	187	134	321	177	144
Usually work 35 hours or more.....	125	107	18	123	104	19
(a) laid off for part of the week.....	*	*	*	10	*	*
(b) on short time.....	33	28	*	35	28	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	12	11	*	14	13	*
(f) illness.....	33	26	*	32	26	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	*	*	*
(i) other.....	28	25	*	22	20	*
Usually work less than 35 hours.....	196	80	116	198	73	125
Persons with jobs not at work.....	176	152	24	169	143	26
Usually work 35 hours or more.....	171	149	22	162	139	23
(a) laid off for full week.....	52	48	*	47	41	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	69	58	11	74	62	12
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	21	16	*	18	14	*
(f) other.....	22	20	*	15	14	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	179	158	21	187	167	20
B. Persons not in the labour force.....	4,786	913	3,873	4,774	908	3,866
(a) permanently unable or too old to work.....	192	121	71	190	124	66
(b) keeping house.....	3,335	*	3,334	3,340	*	3,339
(c) going to school.....	678	348	330	677	354	323
(d) retired or voluntarily idle.....	555	426	129	542	414	128
(e) other.....	26	17	*	25	15	10

(1) Included here are only those who did not work during the entire survey week and were looking for work. For all those who sought work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

* SOURCE: D.B.S. Labour Force Survey

	Week ended February 21, 1953			Week ended January 24, 1953		
	Total	Seeking full-time work	Seeking part-time work	Total	Seeking full-time work	Seeking part-time work
Total looking for work.....	193	168	25	198	175	23
Without jobs.....	179	158	21	187	166	21
Under 1 month.....	45	.....	.....	67	.....	.....
1—3 months.....	95	.....	.....	93	.....	.....
4—6 months.....	30	.....	.....	17	.....	.....
7—12 months.....	*	.....	.....	*	.....	.....
13—18 months.....	*	.....	.....	*	.....	.....
19 and over.....	*	.....	.....	*	.....	.....
Worked.....	14	10	*	11	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED FEBRUARY 21, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both sexes.....	5,194	99	391	1,496	1,848	922	438
Agricultural.....	772	*	48	192	187	321	23
Non-Agricultural.....	4,422	98	343	1,304	1,661	601	415
Males.....	4,069	82	318	1,158	1,428	748	335
Agricultural.....	753	*	46	190	183	313	20
Non-Agricultural.....	3,316	81	272	968	1,245	435	315
Females.....	1,125	17	73	338	420	174	103
Agricultural.....	19	*	*	*	*	*	*
Non-Agricultural.....	1,106	17	71	336	416	166	100
All ages.....	5,194	99	391	1,496	1,848	922	438
14-19 years.....	480	12	38	177	143	80	30
20-24 years.....	713	16	51	230	237	130	49
25-44 years.....	2,425	47	180	701	869	418	210
45-64 years.....	1,373	21	104	349	516	255	128
65 years and over.....	203	*	18	39	83	39	21
Persons with Jobs							
All status groups.....	5,015	93	369	1,434	1,803	902	414
Males.....	3,911	76	298	1,103	1,389	731	314
Females.....	1,104	17	71	331	414	171	100
Agricultural.....	768	*	47	192	186	320	22
Non-Agricultural.....	4,247	92	322	1,242	1,617	582	392
Paid workers.....	3,777	73	276	1,096	1,464	518	350
Males.....	2,777	58	212	797	1,083	366	261
Females.....	1,000	15	64	299	381	152	89
Persons without Jobs and Seeking Work							
Both sexes.....	179	*	22	62	45	20	24
Persons not in the Labour Force							
Both sexes.....	4,786	138	452	1,314	1,586	872	424
Males.....	913	41	95	229	272	177	99
Females.....	3,873	97	357	1,085	1,314	695	325

* Less than 10,000.

TABLE A-4. DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.....	353	3,660	6,701	1,334	1,083	13,131	6,453
1953—Jan.....	170	1,098	2,882	934	543	5,627	1,817

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domes- tics	Others	Total Workers
1951—Total.....	25,890	31,007	33,682	5,317	4,001	2,956	6,531	5,402	114,786
1952—Total.....	16,971	19,586	22,034	6,900	7,054	3,402	7,556	1,526	85,029
1952—Jan.....	1,164	2,572	2,135	473	501	245	732	112	7,934
1953—Jan.....	238	393	675	282	443	163	429	41	2,664

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities Transport- ation, Communi- cation, Storage Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	309
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—December.....	63	250	52	192	162	26	745
1951—January.....	62	248	47	188	163	26	734
February.....	63	250	46	189	161	24	733
March.....	59	256	46	193	174	25	753
April.....	59	261	53	198	170	27	768
May.....	66	265	60	203	176	27	797
June.....	71	271	65	210	178	27	822
July.....	70	272	68	211	178	30	829
August.....	72	275	72	213	179	28	839
September.....	75	280	74	216	182	28	855
October.....	80	279	73	217	187	29	865
November.....	82	279	71	221	190	29	872
December.....	80	285	64	221	187	28	865
1952—January.....	78	278	59	213	189	29	846
February.....	80	283	59	214	194	28	858
March.....	74	288	62	215	194	29	862
April.....	63	289	67	219	195	29	862
May.....	69	290	73	225	199	29	885
June.....	70	290	79	229	202	30	900
July.....	71	293	88	231	203	30	916
August.....	77	303	87	232	199	30	928
September.....	79	310	89	234	199	31	942
October.....	82	311	86	236	204	32	951
November.....	82	316	83	240	208	31	960
December.....	77	323	77	242	207	32	958
1953—January.....	70	315	66	246†	203	31	931

*Includes Newfoundland, since 1949.

†Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,382,756.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	183.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.6	176.4	148.3	169.2	171.6	195.6	173.4	148.7	219.1	181.7
Percentage Distribution of Employees of Reporting Establishments at February 1, 1953	100.0	0.2	3.5	2.5	29.2	43.6	5.2	2.3	4.9	8.6

Note:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers				Index Numbers			
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	Average Weekly Wages and Salaries
1939—Average	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	351.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average	184.7	426.1	230.9	54.13	192.3	464.0	246.2	56.11
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.98	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953	182.6	441.0	241.9	56.69	197.7	510.0	258.0	58.79

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS
AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	176.4	184.4	183.4	392.4	397.0	336.5	44.28	42.85	36.51
Nova Scotia.....	148.3	154.5	150.9	339.5	334.8	313.2	49.03	46.43	44.47
New Brunswick.....	169.2	178.9	186.3	408.8	418.4	415.4	49.13	47.57	45.23
Quebec.....	171.6	175.6	169.0	438.0	427.0	406.1	54.32	51.75	51.14
Ontario.....	195.6	198.2	187.6	470.1	447.6	425.4	58.90	55.35	55.59
Manitoba.....	173.4	177.9	169.1	362.1	363.3	333.4	53.71	52.52	50.68
Saskatchewan.....	148.7	158.5	142.4	324.5	342.3	291.7	52.85	52.30	49.68
Alberta.....	219.1	226.6	201.7	494.8	490.9	424.3	57.43	55.10	53.52
British Columbia.....	181.7	190.7	179.9	429.9	429.2	395.3	61.53	58.50	57.12
CANADA.....	182.6	187.0	177.8	441.0	428.7	402.9	56.69	53.81	53.19
(b) METROPOLITAN AREAS									
Sydney.....	112.1	111.9	111.2	301.3	294.9	260.9	60.10	58.90	52.44
Halifax.....	208.5	223.4	219.1	413.9	410.2	405.8	46.51	43.02	43.40
Saint John.....	178.6	186.4	204.2	369.4	365.1	392.0	44.31	41.96	41.15
Quebec.....	159.8	162.6	145.2	395.0	386.7	327.2	46.06	44.30	41.98
Sherbrooke.....	173.3	173.6	167.1	422.2	379.0	383.5	47.34	42.42	44.55
Three Rivers.....	154.5	159.4	163.4	413.3	402.0	421.3	53.52	50.46	51.58
Drummondville.....	176.3	177.0	190.4	485.5	462.4	496.5	52.71	50.01	49.95
Montreal.....	184.3	185.3	173.2	440.8	420.4	387.2	54.66	51.85	51.10
Ottawa—Hull.....	188.4	194.6	186.3	414.8	400.8	384.5	50.92	47.62	47.82
Peterborough.....	193.9	198.1	198.8	546.8	521.8	541.8	59.57	55.63	57.57
Oshawa.....	293.6	264.4	240.4	847.9	627.7	648.7	68.15	56.04	63.80
Niagara Falls.....	295.7	289.4	259.9	841.1	747.8	669.6	68.58	62.30	62.09
St. Catharines.....	242.5	244.5	235.5	655.9	606.3	617.9	66.37	60.84	64.37
Toronto.....	206.5	210.0	192.4	483.0	464.8	423.2	59.07	55.90	55.56
Hamilton.....	206.8	207.3	197.0	524.3	493.6	471.7	61.32	57.61	57.97
Brantford.....	204.9	206.1	206.8	561.6	539.0	563.7	56.92	54.33	56.60
Galt.....	164.6	167.1	149.3	428.6	399.1	363.0	53.50	49.06	49.88
Kitchener.....	182.0	181.9	166.7	469.8	436.7	397.8	54.72	50.91	50.69
Sudbury.....	182.4	184.7	180.2	428.3	426.2	394.2	70.52	69.28	65.86
London.....	200.2	201.6	183.6	467.3	443.3	389.8	54.06	52.04	50.25
Sarnia.....	324.9	323.0	291.5	817.7	721.7	680.6	69.72	61.90	64.71
Windsor.....	231.6	235.8	208.3	550.9	496.4	470.7	66.21	58.61	63.00
Sault Ste. Marie.....	246.9	249.1	221.7	617.9	617.4	549.7	66.39	65.76	65.91
Ft. William—Pt. Arthur.....	222.4	228.2	224.5	514.0	511.5	507.5	58.99	57.23	57.48
Winnipeg.....	175.1	178.9	169.1	364.7	362.8	333.5	50.83	49.49	48.09
Regina.....	173.6	187.7	158.7	375.6	401.4	329.3	49.20	48.61	47.00
Saskatoon.....	193.9	201.7	181.6	420.2	434.2	373.7	47.95	47.63	45.67
Edmonton.....	289.6	299.2	241.9	687.5	656.2	507.7	55.92	51.67	49.36
Calgary.....	225.4	233.4	212.0	476.2	478.1	418.4	54.42	52.76	51.05
Vancouver.....	200.5	207.5	193.4	462.2	459.4	419.3	57.80	55.51	54.34
Victoria.....	223.4	230.4	223.0	522.1	518.2	494.7	56.01	53.90	53.16
(c) INDUSTRIES									
Forestry (chiefly logging).....	188.3	205.8	275.9	616.3	688.8	842.6	56.67	57.93	52.87
Mining.....	121.6	122.6	121.6	288.4	278.9	267.8	68.43	65.68	63.55
Manufacturing.....	197.7	196.3	185.2	510.0	473.2	449.9	58.79	54.93	55.36
Durable Goods ¹	258.1	255.7	234.7	673.7	619.5	576.1	63.42	58.87	59.62
Non-Durable Goods.....	158.7	158.0	153.2	392.4	368.2	359.2	53.93	50.83	51.14
Construction.....	159.7	174.8	157.2	509.7	479.1	454.8	59.99	51.52	54.37
Transportation, storage, communi- cation.....	176.5	182.2	177.8	370.1	380.5	344.6	59.98	59.74	55.45
Public utility operation.....	193.8	196.1	185.5	427.5	424.4	383.9	64.96	63.74	61.05
Trade.....	179.6	195.1	170.4	390.3	415.8	355.9	47.46	46.52	45.61
Finance, insurance and real estate.....	181.9	181.8	178.4	314.6	313.1	292.9	50.34	50.11	47.75
Service ²	186.2	187.1	177.3	397.7	389.7	354.5	35.77	34.88	33.41
Industrial composite.....	182.6	187.0	177.8	441.0	428.7	402.9	56.69	53.81	53.19

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.52	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.8	134.1	56.05	41.9	145.7	61.05	41.7	120.7	50.33

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1953	Jan. 1, 1953	Feb. 1, 1952	Feb. 1, 1953	Jan. 1, 1953	Feb. 1, 1952
Newfoundland.....	41.0	41.0	42.0	130.9	134.2	126.4
Nova Scotia.....	41.0	38.5	41.2	118.5	120.0	113.8
New Brunswick.....	42.4	39.2	44.0	118.4	118.6	112.6
Quebec.....	43.5	40.0	43.1	120.0	120.6	113.7
Ontario.....	41.4	37.6	41.1	142.1	141.1	134.6
Manitoba.....	40.5	38.3	40.7	129.3	131.1	120.2
Saskatchewan.....	41.1	39.9	40.3	133.2	134.1	126.5
Alberta.....	39.8	38.4	40.0	136.5	137.7	127.5
British Columbia.....	38.4	34.9	37.9	164.0	164.0	156.9
Montreal.....	42.2	38.7	42.0	126.5	126.7	118.3
Toronto.....	40.9	37.6	40.4	141.9	139.8	133.1
Hamilton.....	40.0	36.9	39.8	156.1	155.9	146.8
Windsor.....	40.9	33.2	41.1	161.2	161.5	153.1
Winnipeg.....	40.4	38.1	40.3	127.8	129.9	118.6
Vancouver.....	37.9	34.2	37.3	159.8	158.9	153.0

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952	Feb. 1 1953	Jan. 1 1953	Feb. 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.8	40.6	43.0	153.1	153.4	141.4	65.53	62.28	60.80
Metal mining.....	44.6	42.2	44.5	153.4	154.6	143.2	68.26	65.24	63.72
Gold.....	46.6	43.3	46.5	131.4	131.9	127.0	61.23	57.11	59.06
Other metal.....	43.2	41.4	43.1	168.4	169.6	155.3	72.75	70.21	68.93
Fuels.....	39.7	38.5	39.3	156.2	155.0	144.8	62.01	59.68	56.91
Coal.....	38.6	37.3	37.9	153.8	152.3	140.8	59.37	56.81	53.36
Oil and natural gas.....	44.7	43.5	45.4	165.8	165.0	159.6	74.11	71.78	72.46
Non-metal.....	42.4	39.0	45.3	144.7	143.5	125.8	61.35	55.97	56.99
Manufacturing.....	41.8	38.3	41.6	134.1	134.0	127.1	56.05	51.32	52.87
Food and beverages.....	41.1	39.2	41.4	114.6	116.5	108.3	47.10	45.67	44.84
Meat products.....	40.1	40.1	40.6	142.9	144.4	136.2	57.30	57.90	55.30
Canned and preserved fruits and vegetables.....	39.5	33.7	39.9	104.5	101.3	91.3	41.28	34.14	36.43
Grain mill products.....	41.9	37.6	43.4	123.2	121.2	117.6	51.62	45.57	51.04
Bread and other bakery products.....	43.8	43.6	44.2	101.5	100.6	96.7	44.46	43.86	42.74
Distilled and malt liquors.....	39.6	39.7	40.9	139.3	140.7	133.8	55.16	55.86	54.72
Tobacco and tobacco products.....	40.9	32.5	41.7	115.6	119.7	112.3	47.28	38.90	46.83
Rubber products.....	41.9	38.3	40.8	143.1	138.6	133.8	59.96	53.08	54.59
Leather products.....	42.4	36.3	40.1	94.2	95.5	89.8	39.94	34.67	36.01
Boots and shoes (except rubber).....	42.3	35.0	40.2	90.7	91.2	86.5	38.37	31.92	34.77
Textile products (except clothing).....	43.3	36.8	40.4	107.1	106.7	101.8	46.37	41.40	41.13
Cotton yarn and broad woven goods.....	41.0	38.8	36.3	109.8	109.8	101.4	45.02	40.41	36.81
Woolen goods.....	44.8	40.8	43.6	102.3	102.5	98.1	45.83	41.82	42.77
Synthetic textiles and silk.....	46.4	42.2	44.7	107.8	108.5	105.7	50.02	45.79	47.25
Clothing (textile and fur).....	39.8	32.6	37.6	93.6	92.6	90.6	37.25	30.19	34.07
Men's clothing.....	39.6	32.4	36.7	91.8	91.8	87.6	36.35	29.74	32.15
Women's clothing.....	37.3	29.2	36.7	98.6	95.9	95.9	36.78	28.00	35.20
Knit goods.....	41.5	35.0	38.7	94.2	92.1	92.2	39.09	32.24	35.68
*Wood products.....	42.2	36.7	41.0	120.2	119.4	114.6	50.72	43.82	46.99
Saw and planing mills.....	41.3	35.5	39.9	130.0	129.5	124.9	53.69	45.97	49.84
Furniture.....	43.5	38.8	42.2	107.9	106.3	102.3	46.94	41.24	43.17
Other wood products.....	43.9	38.4	43.7	102.1	101.9	96.1	44.82	39.13	42.00
Paper products.....	43.9	42.0	45.9	149.1	147.9	140.4	65.45	62.12	64.44
Pulp and paper mills.....	44.6	43.2	47.3	159.4	157.8	149.4	71.09	68.17	70.67
Other paper products.....	42.1	38.4	41.6	117.7	115.5	109.9	49.55	44.35	45.72
Printing, publishing and allied industries.....	39.5	37.8	39.5	153.6	152.1	139.5	60.67	57.49	55.10
*Iron and steel products.....	41.9	38.3	42.3	150.8	149.5	142.5	63.19	57.26	60.28
Agricultural implements.....	39.3	37.1	40.0	161.4	160.0	159.5	63.43	59.36	63.80
Fabricated and structural steel.....	42.2	35.3	43.9	157.5	153.7	145.8	66.47	54.26	64.01
Hardware and tools.....	43.2	40.2	42.8	135.5	132.7	127.8	58.54	53.35	54.70
Heating and cooking appliances.....	42.5	37.1	40.4	131.0	130.6	122.1	55.68	48.45	49.33
Iron castings.....	43.0	36.3	42.4	148.1	145.5	138.0	63.68	53.82	58.51
Machinery manufacturing.....	43.3	40.1	43.8	142.1	140.6	134.4	61.53	56.38	58.87
Primary iron and steel.....	40.6	39.7	42.1	169.1	168.0	156.7	68.65	66.70	65.97
Sheet metal products.....	41.0	35.8	40.8	140.2	138.7	132.2	57.48	49.65	53.94
*Transportation equipment.....	41.8	38.4	41.6	155.4	153.2	143.1	64.96	58.83	59.53
Aircraft and parts.....	45.4	43.5	43.7	157.4	153.9	143.4	71.46	68.95	62.67
Motor vehicles.....	41.6	31.7	42.1	165.8	163.6	155.5	68.97	51.86	65.47
Motor vehicle parts and accessories.....	41.6	36.6	41.3	154.9	154.1	148.5	64.44	56.40	61.33
Railroad and rolling stock equipment.....	39.0	39.1	40.1	156.9	154.2	139.2	61.19	60.29	55.82
Shipbuilding and repairing.....	42.2	39.4	42.5	142.0	142.7	133.7	59.92	56.22	56.82
*Non-ferrous metal products.....	41.5	40.1	41.8	149.1	150.3	143.4	61.88	60.27	59.94
Aluminum products.....	42.6	38.9	43.9	140.0	138.8	131.6	59.64	53.99	57.77
Brass and copper products.....	41.7	39.6	42.6	138.8	138.6	131.8	57.88	54.89	56.15
Smelting and refining.....	41.3	41.5	41.1	162.5	163.6	157.5	67.11	67.89	64.73
*Electrical apparatus and supplies.....	41.1	39.1	41.3	141.1	140.6	138.2	57.99	54.97	57.08
Heavy electrical machinery and equipment.....	41.6	39.7	41.4	157.9	157.5	148.8	65.69	62.53	61.60
*Non-metallic mineral products.....	44.1	40.6	44.4	133.0	132.7	126.0	58.65	53.88	55.94
Clay products.....	44.1	41.9	44.5	123.3	123.2	119.0	54.38	51.62	52.96
Glass and glass products.....	46.4	42.6	46.1	129.7	128.1	121.8	60.18	54.57	56.15
Products of petroleum and coal.....	40.6	41.9	40.9	177.6	178.2	162.9	72.11	74.67	66.63
Chemical products.....	42.0	40.8	42.2	136.5	136.0	130.0	57.33	55.49	54.86
Medicinal and pharmaceutical preparations.....	41.5	39.9	41.4	112.1	108.3	104.8	46.52	43.21	43.39
Acids, alkalis and salts.....	42.3	40.6	42.7	154.5	161.0	151.2	65.35	65.37	64.56
Miscellaneous manufacturing industries.....	41.4	38.6	41.2	108.2	107.4	103.1	44.79	41.46	42.48
*Durable goods.....	41.9	38.5	41.9	145.7	144.5	137.5	61.05	55.63	57.61
Non-durable goods.....	41.7	38.2	41.2	120.7	121.8	115.7	50.33	46.53	47.67
Construction.....	42.1	35.1	41.6	139.3	135.8	129.0	58.65	47.67	53.66
Buildings and structures.....	40.5	33.0	40.8	152.6	150.0	138.8	61.80	49.50	56.63
Highways, bridges and streets.....	44.6	39.5	43.5	105.7	105.2	102.4	47.14	41.55	44.54
Electric and motor transportation.....	45.7	44.2	45.6	132.2	133.5	123.0	60.42	59.01	56.09
Service.....	42.8	41.4	42.6	76.2	76.3	72.0	32.61	31.59	30.67
Hotels and restaurants.....	44.0	42.7	43.6	75.7	75.9	71.2	33.31	32.41	31.04
Laundries and dry cleaning plants.....	41.3	39.0	41.2	73.5	73.2	69.5	30.36	28.55	28.63

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1945.....	44.3	cts. 69.4	\$ 30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
February 1, 1952.....	41.6	127.1	52.87	126.8	117.6	107.8
March 1, 1952.....	41.7	127.8	53.29	127.8	116.9	109.3
April 1, 1952.....	42.1	129.0	54.31	130.2	116.8	111.5
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55*	135.6	115.7	117.2
February 1, 1953 ⁽¹⁾	41.8	134.1	56.05	134.4	115.5	116.4

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1947.....	43,010	38,725	81,735	145,906	35,448	181,354
April 1, 1948.....	20,475	17,800	38,275	150,032	43,767	193,799
April 1, 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
April 1, 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953 (1).....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953 (1).....	18,544	16,368	34,912	338,500	66,702	405,202

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 28, 1953⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Jan. 31, 1953	Feb. 28, 1952
Agriculture, Fishing, Trapping	530	172	702	+	310 — 108
Forestry	582	8	590	—	595 — 1,611
Mining, Quarrying and Oil Wells	586	41	627	+	11 — 183
Metal Mining.....	328	10	338	+	20
Fuels.....	176	20	196	—	29
Non-Metal Mining.....	7	2	9	—	10
Quarrying, Clay and Sand Pits.....	2	.....	2	.....	0
Prospecting.....	73	9	82	+	30
Manufacturing	5,856	4,006	9,862	+	1,118 + 3,289
Foods and Beverages.....	429	256	685	+	268
Tobacco and Tobacco Products.....	2	43	45	+	31
Rubber Products.....	42	27	69	+	12
Leather Products.....	121	265	386	—	2
Textile Products (except clothing).....	148	206	354	—	23
Clothing (textile and fur).....	342	2,185	2,527	—	270
Wood Products.....	421	63	484	+	115
Paper Products.....	184	72	256	+	122
Printing, Publishing and Allied Industries.....	150	131	281	+	88
Iron and Steel Products.....	882	143	1,025	+	42
Transportation Equipment.....	2,121	87	2,208	+	504
Non-Ferrous Metal Products.....	229	72	301	+	157
Electrical Apparatus and Supplies.....	369	128	497	+	24
Non-Metallic Mineral Products.....	80	28	108	—	36
Products of Petroleum and Coal.....	60	12	72	+	39
Chemical Products.....	172	130	302	—	12
Miscellaneous Manufacturing Industries.....	104	158	262	+	59
Construction	1,280	70	1,350	+	243 — 518
General Contractors.....	889	54	943	+	278
Special Trade Contractors.....	391	16	407	—	35
Transportation, Storage and Communication	710	273	983	—	66
Transportation.....	601	84	685	+	40
Storage.....	55	13	68	+	36
Communication.....	54	176	230	—	10
Public Utility Operation	216	33	249	+	25
Trade	2,324	2,130	4,454	+	893 + 1,413
Wholesale.....	774	562	1,336	+	203
Retail.....	1,550	1,568	3,118	+	690
Finance, Insurance and Real Estate	805	911	1,716	+	191 + 414
Service	1,907	6,263	8,170	+	617 + 1,072
Community or Public Service.....	236	903	1,139	+	16
Government Service.....	778	698	1,476	+	158
Recreation Service.....	68	65	133	—	31
Business Service.....	398	460	858	+	53
Personal Service.....	427	4,137	4,564	+	421
Grand Total	14,796	13,907	28,703	+	2,879 + 3,362

(1) Preliminary—subject to revision.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT FEBRUARY 26, 1953⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,511	516	2,027	3,681	965	4,646
Clerical workers.....	1,663	4,035	5,698	9,271	15,717	24,988
Sales workers.....	1,424	1,002	2,426	4,472	10,205	14,677
Personal and domestic service workers....	584	4,638	5,222	23,966	14,626	38,592
Seamen.....	29	2	31	6,293	95	6,388
Agriculture and fishing.....	515	12	527	3,025	1,150	4,175
Skilled and semiskilled workers.....	6,009	2,693	8,702	142,092	14,144	156,236
Food and kindred products (inc. tobacco).....	64	23	87	2,204	1,097	3,301
Textiles, clothing, etc.....	249	2,097	2,346	2,385	7,858	10,243
Lumber and wood products.....	554	3	557	21,432	107	21,539
Pulp, paper (inc. printing).....	48	17	65	995	556	1,551
Leather and leather products.....	66	197	263	1,007	458	1,465
Stone, clay and glass products.....	20	7	27	548	58	606
Metalworking.....	1,924	15	1,939	8,855	537	9,392
Electrical.....	300	29	329	1,225	330	1,555
Transportation equipment.....	110	2	112	378	75	453
Mining.....	167	.....	167	2,143	1	2,144
Construction.....	570	.....	570	51,064	4	51,068
Transportation (except seamen).....	504	10	514	22,614	78	22,692
Communications and public utility.....	32	.....	32	836	16	852
Trade and service.....	166	209	366	2,186	1,355	3,541
Other skilled and semiskilled.....	1,109	60	1,169	15,508	1,290	16,798
Foremen.....	46	8	54	4,033	220	4,253
Apprentices.....	80	25	105	4,679	104	4,783
Unskilled workers.....	1,869	901	2,770	138,818	15,163	153,981
Food and tobacco.....	48	70	118	4,445	5,014	9,459
Lumber and lumber products.....	199	7	206	9,555	288	9,843
Metalworking.....	58	25	83	4,632	490	5,122
Construction.....	278	.....	278	35,806	2	35,808
Other unskilled workers.....	1,286	799	2,085	84,380	9,369	93,749
Grand Total.....	13,604	13,799	27,403	331,618	72,065	403,683

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾—Current vacancies only. Deferred vacancies excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 28, 1953; LIVE APPLICATIONS AT APRIL 2, 1953

Office	(1) Vacancies (Source: U.I.C. 751)						Applicants (Source: U.I.C. 751)						Unplaced End of Period April 2, 1953	Source: U.I.C. 751 (2) Live Appli- cations at April 2, 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Regis- tered During Period	Placements			Transfers Out				
							Referred to Vacancies	Regular	Casual					
Newfoundland	130	182	127	27	12,506	4,286	161	113	5	7	14,367	14,455		
Corner Brook	64	25	54	13	1,567	643	23	15			1,964	2,144		
Grand Falls	18	15	7	6	804	469					1,071	1,263		
St. John's	66	139	66	8	10,135	3,174	138	98	5	7	11,332	11,048		
Prince Edward Island	117	267	108		3,868	986	296	180	59	14	3,187	3,032		
Charlottetown	85	175	81		1,936	615	183	128	31	9	1,942	1,869		
Summerside	32	92	27		1,132	371	113	52	28	5	1,245	1,163		
Nova Scotia	1,113	2,830	980	5	19,764	8,633	3,200	1,666	903	26	20,556	20,895		
Amherst	1	121			887	301	182	171	1	5	818	763		
Bridgewater	24	46	19		1,092	332	38	23		1	1,200	1,140		
Halifax	818	1,606	756	2	4,494	3,049	1,792	691	700	3	4,521	3,790		
Inverness		7			733	176	6	5			799	767		
Kentville	55	52	43	1	2,113	575	96	39	8	6	2,303	2,225		
Liverpool	12	33	23		437	154	20	4			467	439		
New Glasgow	45	297	86		2,616	964	324	218	38	1	2,827	2,616		
Springhill	10	18	8	2	457	540	28	23			477	1,142		
Sydney	112	486	73		3,888	1,601	564	415	99	6	4,221	4,313		
Yarmouth	33	84	38		870	342	97	58	7	1	885	1,103		
Yarmouth—Shelburne	3	40	3		2,207	594	44	35	4	1	2,468	2,596		
New Brunswick	647	2,258	703	28	21,887	8,747	2,267	1,300	449	12	23,154	24,507		
Bathurst	10	69	14	1	3,234	1,212	69	20	30		3,566	3,814		
Campbellton	29	180	26		2,111	848	97	12	38	1	2,482	2,664		
Edmundston	5	102	13	1	1,437	934	109	52	31	6	1,938	2,273		
Fredericton	61	172	78		1,162	720	187	87	36		1,276	1,465		
Miramichi	28	47	21		1,476	287	88	53			1,566	1,730		
Moncton	260	601	229	15	5,887	1,734	588	279	140	1	5,585	5,624		
Newcastle	121	121	1	4	1,503	723	165	29	74	4	2,023	2,474		
Saint John	277	752	209	7	2,680	1,510	779	629	43		2,562	2,346		
St. Stephen	5	139	10		2,074	298	155	112	16		1,798	1,603		
Sussex	16	26	5		321	116	42	20	6		361	406		
Woodstock	16	19	7		702	365	18	1	14		867	1,152		
Quebec	8,974	23,031	9,019	261	130,773	64,442	22,376	13,319	2,220	304	144,879	*153,247		
Asbestos	30	48	30	7	544	257	49	31		3	571	621		
Beauharnois	17	43	12	6	753	266	56	38			739	756		
Buckingham	21	35	4	1	1,048	380	43	26	6	1	1,185	1,407		
Causapscal	6	12	1		1,413	1,190	19	12		5	2,443	3,163		

Chandler.....	1	7	1,889	420	12	7	1,961
Chicotm.....	164	391	1,238	1,039	364	123	1,585
Dolbeau.....	36	39	988	708	49	35	1,204
Dunsmontville.....	32	156	2,480	745	178	95	2,342
Farham.....	18	38	724	207	53	31	2,813
Gaspé.....	36	109	1,285	539	149	98	1,753
Gaspé.....	62	295	1,462	695	347	254	1,358
Hambly.....	79	130	2,701	1,080	336	91	2,823
Joliette.....	78	135	2,425	1,082	165	95	2,884
Joliette.....	44	261	1,888	1,068	409	159	2,377
Leclerc.....	8	119	765	230	115	82	2,314
Leclerc.....	10	81	2,033	1,217	83	17	1,710
La Malbaie.....	151	139	719	365	162	127	3,482
La Tuque.....	151	300	2,691	1,143	270	210	3,633
Levis.....	266	300	3,346	1,494	734	286	3,456
Maniwaki.....	1	5	1,592	1,262	73	55	1,474
Megantic.....	5	76	1,836	417	140	129	3,363
Mont-Laurier.....	15	177	477	394	44	29	1,247
Mont-Laurier.....	14	37	1,152	556	150	105	1,333
Montmagny.....	9	124	42,383	21,803	11,536	7,153	1,341
Montmagny.....	5,293	13,684	1,318	482	1,418	66	42,726
New Richmond.....	27	39	1,060	420	56	45	1,462
Port Alfred.....	2	12	13,395	5,114	2,016	671	1,320
Quebec.....	622	664	2,891	2,130	417	365	13,950
Rimouski.....	84	132	3,047	1,130	165	52	4,400
Rivière du Loup.....	33	143	1,632	843	219	135	1,801
Roberval.....	54	200	1,758	440	60	46	2,618
Rouyn.....	14	65	975	320	126	115	1,789
Ste. Agathe.....	14	156	1,188	541	179	128	1,023
Ste. Anne de Bellevue.....	88	187	1,742	595	395	309	855
Ste. Therese.....	414	322	1,873	709	370	242	1,141
St. Georges Est.....	103	291	1,364	642	233	114	3,230
St. Hyacinthe.....	86	162	1,384	559	147	91	1,926
St. Jean.....	15	144	2,257	940	74	51	1,335
St. Jerome.....	9	98	820	575	205	183	1,419
St. Joseph d'Alma.....	24	238	3,332	1,802	442	218	2,773
Sept. Iles.....	29	332	3,960	2,084	829	485	3,082
Shawinigan Falls.....	190	770	1,761	601	242	187	1,056
Sherbrooke.....	320	266	1,250	570	116	83	4,114
Sorel.....	88	140	1,583	601	242	187	4,819
Thetford Mines.....	88	140	1,583	601	242	187	3,719
Three Rivers.....	96	372	5,883	2,317	555	240	1,881
Val d'Or.....	74	356	1,427	883	244	138	1,320
Valleyfield.....	41	93	1,626	551	166	71	6,793
Victoriaville.....	138	328	1,491	737	297	220	2,003
Ontario.....	8,698	28,804	103,277	62,359	31,375	17,271	1,631
Amnpor.....	8	59	332	134	83	60	1,465
Barrie.....	67	268	909	590	284	162	96,473
Belleville.....	44	198	1,108	708	318	129	317
Bracebridge.....	17	152	682	356	193	119	873
Brampton.....	21	104	284	216	105	72	1,046
Brantford.....	20	362	2,397	1,327	443	275	1,343
Brockville.....	19	100	332	183	112	79	771
Carleton Place.....	3	13	390	175	16	12	322
Chatham.....	70	272	1,614	560	321	16	2,455
Cobourg.....	6	131	501	223	179	122	2,827
Ontario.....	8,698	28,804	103,277	62,359	31,375	17,271	2,455
Amnpor.....	8	59	332	134	83	60	1,465
Barrie.....	67	268	909	590	284	162	96,473
Belleville.....	44	198	1,108	708	318	129	317
Bracebridge.....	17	152	682	356	193	119	873
Brampton.....	21	104	284	216	105	72	1,046
Brantford.....	20	362	2,397	1,327	443	275	1,343
Brockville.....	19	100	332	183	112	79	771
Carleton Place.....	3	13	390	175	16	12	322
Chatham.....	70	272	1,614	560	321	16	2,455
Cobourg.....	6	131	501	223	179	122	2,827

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 28, 1953; LIVE APPLICATIONS AT APRIL 2, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 (2) Live Applications at April 2, 1953		
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period	
								Regular	Casual		Transfers Out
Ontario—Concluded											
Collingwood.....	10	132	21	5	1,035	230	116	113	2	980	882
Cornwall.....	31	496	58	5	2,513	1,017	561	359	72	2,357	2,157
Fort Erie.....	19	76	30	14	497	131	76	55	30	532	2,402
Fort Frances.....	10	72	38	62	338	207	41	19	.....	439	594
Fort William.....	99	514	81	1	1,874	1,130	525	439	19	1,975	2,257
Galt.....	70	240	71	1	630	480	219	148	10	601	483
Gannaque.....	3	44	7	.....	272	110	51	25	13	247	197
Goderich.....	38	84	20	3	451	195	94	70	1	459	323
Guelph.....	89	214	130	7	722	449	244	125	2	690	634
Hamilton.....	363	1,837	568	.....	8,027	4,752	2,173	1,013	327	7,874	6,776
Hawkesbury.....	27	17	13	41	1,072	227	41	11	.....	1,111	1,089
Ingersoll.....	23	95	36	.....	378	180	106	56	15	362	1,404
Kapuskasing.....	34	106	32	1	391	273	132	74	7	460	882
Kenora.....	3	29	10	.....	481	174	24	17	3	564	624
Kingston.....	134	423	139	.....	1,139	966	542	322	26	1,252	1,088
Kirkland Lake.....	20	126	43	.....	921	410	136	67	15	977	1,190
Kitchener—Waterloo.....	172	514	210	.....	1,177	871	605	348	44	1,080	1,883
Leamington.....	14	63	22	.....	732	338	67	35	7	635	408
Lindsay.....	45	72	48	.....	484	143	78	57	.....	380	403
Listowel.....	16	39	23	.....	329	126	35	11	.....	366	324
London.....	522	1,410	608	.....	2,946	2,853	1,686	776	259	2,961	2,396
Midland.....	42	165	23	.....	1,380	352	189	163	8	1,277	792
Napawee.....	3	18	2	.....	629	146	29	18	.....	629	630
New Toronto.....	59	562	172	7	1,319	1,287	520	329	14	1,341	1,230
Niagara Falls.....	43	334	61	.....	1,234	856	374	257	25	1,100	1,330
North Bay.....	49	395	38	3	1,250	858	435	200	139	1,288	1,664
Orrilla.....	111	183	17	.....	767	378	262	153	17	1,814	1,851
Oshawa.....	234	1,126	123	.....	2,556	2,408	1,207	1,008	82	2,051	1,983
Ottawa.....	861	1,463	994	.....	3,644	2,409	1,423	1,574	296	4,058	3,006
Ottawa.....	35	212	68	.....	1,548	478	324	139	15	1,509	1,112
Owen Sound.....	1	55	5	.....	1,425	177	52	50	.....	1,430	1,408
Perry Sound.....	74	289	71	.....	876	846	335	164	75	1,009	1,372
Pembroke.....	25	43	28	2	456	147	42	27	.....	490	511
Peterborough.....	33	186	39	1	2,078	918	256	153	6	2,123	1,941
Pictou.....	13	51	10	.....	505	199	68	38	.....	515	4,402
Port Arthur.....	28	343	47	10	2,472	1,598	414	240	27	2,804	4,130
Port Colborne.....	5	39	9	.....	666	194	60	28	.....	642	588
Prescott.....	43	189	29	87	477	314	97	82	.....	440	324
Renfrew.....	135	518	14	.....	380	163	84	54	5	326	290
St. Catharines.....	13	64	139	.....	2,371	1,209	701	358	4	2,129	1,079
St. Thomas.....	33	214	55	1	2,642	346	286	135	11	646	625

Sarnia.....	52	192	53	.....	2	1,510	828	273	152	8	2	1,704	1,563
Sault Ste. Marie.....	122	318	120	.....	2	1,202	715	431	177	77	1	1,177	1,408
Simcoe.....	23	116	31	.....	6	756	345	131	177	5	.....	1,407	1,407
Sioux Lookout.....	4	44	9	.....	6	140	173	31	25	5	.....	236	313
Smiths Falls.....	12	60	14	.....	.....	407	169	62	43	17	.....	236	410
Stratford.....	75	169	83	.....	.....	743	333	186	68	.....	.....	701	568
Sturgeon Falls.....	41	84	6	.....	.....	803	455	117	80	.....	.....	316	1,316
Sudbury.....	97	382	88	.....	.....	3,000	1,516	401	255	57	.....	3,098	2,098
Timmins.....	57	348	45	.....	10	1,305	901	454	224	.....	.....	1,568	2,068
Toronto.....	3,670	8,780	4,426	30	.....	22,746	16,013	9,006	4,420	907	208	22,541	18,512
Trenton.....	52	104	42	.....	.....	915	534	108	80	.....	.....	835	749
Walkerton.....	20	70	25	.....	.....	474	251	116	39	.....	6	559	433
Wallaceburg.....	6	128	12	.....	.....	665	278	137	108	7	.....	613	556
Welland.....	31	244	25	.....	6	1,477	1,014	334	218	15	7	1,415	1,333
Weston.....	308	422	325	40	.....	622	355	329	212	.....	10	598	1,521
Windsor.....	2,414	757	757	1	.....	5,529	3,139	2,559	1,482	110	3	4,898	3,995
Woodstock.....	57	158	78	.....	.....	350	257	168	99	7	.....	325	342
Manitoba.....	2,003	4,766	2,007	12	.....	21,612	11,317	5,349	1,907	1,423	59	22,053	18,955
Brandon.....	215	347	199	1	.....	1,374	314	279	184	32	1	1,590	1,590
Dauphin.....	11	78	33	.....	.....	882	302	60	32	16	.....	1,894	1,890
Flin Flon.....	53	126	98	8	.....	1,777	139	75	45	.....	3	1,42	147
Portage la Prairie.....	42	98	38	2	.....	985	381	117	60	13	1	1,014	917
The Pas.....	21	36	36	.....	.....	222	17	30	17	.....	4	101	73
Winnipeg.....	1,661	4,081	1,609	1	.....	17,872	9,633	4,770	1,566	1,352	50	18,072	15,369
Saskatchewan.....	962	2,616	1,511	16	.....	12,293	6,077	2,793	1,193	418	27	13,223	10,449
Estevan.....	21	72	32	.....	.....	1,550	107	104	46	4	.....	264	229
Gravelbourg.....	94	279	166	3	.....	1,327	573	304	145	33	4	1,329	1,156
North Battleford.....	68	179	108	.....	.....	817	260	152	59	2	.....	904	924
Prince Albert.....	26	158	49	.....	.....	1,409	584	153	116	22	1	1,532	1,451
Regina.....	292	915	270	2	.....	2,401	1,631	911	467	194	14	2,852	1,991
Saskatoon.....	208	868	572	1	.....	3,011	2,110	991	257	136	16	3,811	2,578
Swift Current.....	44	13	36	1	.....	732	205	73	35	8	.....	713	515
Weyburn.....	33	51	51	4	.....	330	90	42	22	2	.....	300	263
Teachers' Office (Prov. of Saskatchewan).....	20	51	51	4	.....	330	419	119	48	17	1	1,507	1,334
Yorkton.....	73	124	96	5	.....	1,458	.....	.....	.....	.....	.....	.....	.....
Alberta.....	2,847	6,059	3,537	184	.....	18,650	11,102	6,342	3,634	895	224	18,378	16,509
Blairmore.....	50	74	69	9	.....	429	106	21	21	.....	.....	427	380
Calgary.....	670	849	849	1	.....	5,397	3,872	2,378	1,108	457	24	5,380	4,641
Drumheller.....	10	67	15	5	.....	301	285	61	55	.....	.....	486	753
Edmonton.....	1,702	2,683	2,072	32	.....	8,793	5,072	3,010	1,324	401	185	8,403	7,054
Edson.....	123	400	150	103	.....	157	384	278	213	.....	.....	170	257
Grainbridge.....	176	336	237	1	.....	2,368	715	297	191	28	15	2,257	2,109
Medicine Hat.....	30	133	57	4	.....	674	320	172	79	4	.....	724	521
Red Deer.....	30	113	58	6	.....	492	336	94	43	5	.....	567	521
Yellowknife.....	41	28	30	20	.....	69	22	1	.....	.....	.....	64	60

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 28, 1953; LIVE APPLICATIONS AT APRIL 2, 1953

Office	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Unplaced End of Period	(2) Live U.I.C. 757 Appli- cations at April 2, 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Regis- tered During Period	Referred to Vacancies	Placements				
								Regular	Casual	Transfers Out		
British Columbia	1,405	7,029	1,690	52	61,834	24,377	8,363	4,802	732	36	56,597	46,650
Chilliwack.....	19	141	27	.....	2,368	438	192	101	27	.....	1,962	1,318
Courtenay.....	31	275	53	4	1,758	556	282	220	6	.....	1,692	1,146
Cranbrook.....	11	28	11	5	760	265	46	18	1	.....	755	825
Dawson Creek.....	11	136	8	2	236	178	138	133	.....	.....	244	248
Duncan.....	15	370	53	7	1,327	413	336	297	2	.....	777	453
Kamloops.....	15	448	20	1	910	407	143	127	.....	.....	887	777
Kelowna.....	49	109	34	.....	1,442	350	112	74	33	.....	1,368	1,097
Mission City.....	3	127	29	.....	1,692	426	131	100	.....	.....	1,350	1,213
Nanaimo.....	17	154	28	1	2,416	753	156	124	4	8	1,591	1,193
New Westminster.....	15	106	12	2	1,730	332	102	75	16	.....	1,674	1,525
Penticton.....	28	388	34	1	6,995	2,941	420	319	55	5	6,630	5,754
Port Alberni.....	5	113	19	.....	1,574	254	75	67	.....	.....	1,422	1,200
Prince George.....	84	689	85	1	611	184	120	101	2	2	486	384
Prince Rupert.....	11	248	33	3	1,550	534	221	192	5	6	1,330	1,330
Princeton.....	9	17	2	.....	201	118	25	92	.....	.....	1,524	982
Trail.....	24	173	41	.....	949	306	159	115	.....	.....	378	272
Vancouver.....	776	2,646	856	9	28,711	11,704	3,638	1,367	387	10	903	891
Vernon.....	15	175	18	1	1,709	509	185	157	4	3	1,692	1,373
Victoria.....	209	827	290	5	3,408	2,020	919	461	173	2	3,224	2,791
Whitehorse.....	31	95	30	10	312	159	105	79	.....	.....	351	362
Canada	26,896	77,842	30,450	901	405,664	202,326	82,632	44,755	10,135	1,178	419,641	*405,202
Males.....	13,718	46,974	16,346	811	329,507	151,964	49,450	29,326	4,894	1,107	345,191	*338,500
Females.....	13,178	30,868	14,104	90	76,157	50,362	33,182	15,459	5,241	71	74,450	*66,702

1 Includes current and deferred vacancies.

2 Latest figures subject to revision.

* Louiseville is not shown in the list of Local Offices but the figure for "Live Applications" is included in the totals.

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

(1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (2 months).....	346,694	116,583	463,277	69,956	43,687	113,643

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of February 1953		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	6,726	4,322	182,591	607,068
Prince Edward Island.....	2,340	733	42,415	127,958
Nova Scotia.....	14,103	6,685	285,875	882,113
New Brunswick.....	12,483	5,472	272,811	844,199
Quebec.....	81,864	40,895	1,980,788	6,143,555
Ontario.....	66,217	28,571	1,444,607	4,483,847
Manitoba.....	12,317	5,586	313,435	946,625
Saskatchewan.....	6,822	3,337	196,618	611,223
Alberta.....	10,579	6,154	267,053	855,386
British Columbia.....	36,438	19,752	932,458	3,003,616
Total, Canada, February, 1953.....	249,889	121,507	5,918,651	18,505,590
Total, Canada, January, 1953.....	231,331	163,273	5,628,881	17,502,303
Total, Canada, February, 1952.....	228,121	107,680	5,266,024	14,162,612

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF FEBRUARY 28, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	12,794	2,179	729	1,891	4,246	2,446	1,303
Male.....	12,375	2,115	703	1,837	4,109	2,381	1,230
Female.....	419	64	26	54	137	65	73
Prince Edward Island.....	2,815	291	143	277	923	728	453
Male.....	2,456	237	124	239	820	658	378
Female.....	359	54	19	38	103	70	75
Nova Scotia.....	20,626	3,191	1,630	3,237	5,317	3,715	3,536
Male.....	18,460	2,922	1,485	2,922	4,735	3,426	2,970
Female.....	2,166	269	145	315	582	289	566
New Brunswick.....	22,561	3,448	2,055	3,285	5,343	4,172	4,258
Male.....	19,699	3,102	1,837	2,892	4,608	3,722	3,538
Female.....	2,862	346	218	393	735	450	720
Quebec.....	134,031	25,987	12,642	20,421	30,579	24,752	19,650
Male.....	114,888	22,909	10,969	17,776	26,447	21,810	14,977
Female.....	19,143	3,078	1,673	2,645	4,132	2,942	4,673
Ontario.....	97,873	24,006	7,848	13,410	23,101	14,063	15,445
Male.....	79,612	20,065	6,315	10,889	18,789	11,944	11,510
Female.....	18,361	3,941	1,533	2,521	4,312	2,119	3,935
Manitoba.....	18,909	2,591	1,243	2,281	4,829	3,792	4,173
Male.....	14,555	1,918	867	1,595	3,657	3,260	3,258
Female.....	4,354	673	376	686	1,172	532	915
Saskatchewan.....	10,798	1,261	659	1,341	3,093	2,760	1,684
Male.....	9,282	1,071	555	1,100	2,622	2,536	1,398
Female.....	1,516	190	104	241	471	224	286
Alberta.....	18,990	4,995	1,586	2,778	4,650	2,783	2,198
Male.....	16,762	4,548	1,403	2,399	4,053	2,672	1,787
Female.....	2,228	447	183	379	597	211	411
British Columbia.....	49,104	6,289	3,161	5,834	12,474	10,955	10,391
Male.....	40,325	5,385	2,672	4,767	10,116	9,448	8,037
Female.....	8,779	904	589	1,067	2,358	1,507	2,354
TOTAL.....	388,501	74,238	21,696	54,755	94,555	70,186	63,091
MALE.....	328,314	64,272	26,830	46,416	79,956	61,757	49,083
FEMALE.....	60,187	9,966	4,866	8,339	14,599	8,409	14,008

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
FEBRUARY, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,220	4,665	555	6,543	3,888	2,655	2,711
Prince Edward Island.....	949	827	122	1,081	563	518	241
Nova Scotia.....	8,738	6,680	2,058	10,155	6,745	3,410	2,450
New Brunswick.....	9,382	7,369	2,013	10,077	5,702	4,375	2,053
Quebec.....	59,824	44,492	15,332	60,560	39,577	20,983	20,626
Ontario.....	48,608	34,524	14,084	50,676	35,723	14,953	8,950
Manitoba.....	7,351	5,764	1,587	7,679	4,599	3,080	1,198
Saskatchewan.....	4,130	3,545	585	4,338	2,227	2,111	843
Alberta.....	7,928	5,954	1,974	9,059	5,645	3,414	1,753
British Columbia.....	19,528	14,077	5,451	21,412	13,002	8,410	4,350
Total Canada, February, 1953.....	171,658*	127,897	43,761	181,580†	117,671	63,909	46,184
Total Canada, January 1953.....	223,255	169,172	54,083	234,892	165,488	69,404	56,106
Total Canada, February 1952.....	140,386	109,702	30,684	150,931	101,374	49,557	37,656

*In addition, revised claims received numbered 24,649. †In addition, 25,024 revised claims were disposed of. Of these, 2,312 were special requests not granted, and 1,329 were appeals by claimants. There were 3,057 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of February, 1953	Month of January, 1953	Month of February, 1952
Claims Disallowed—			
Regular.....	49,752	53,331	39,282
Supplementary.....	12,857	15,978	11,535
Claimants Disqualified*—			
Not unemployed.....			3,489
Disqualification—total.....	6,731	9,766	
6 days or less.....	4,452	5,181	
7 days or more.....	2,279	4,585	
Not capable of and not available for work.....	2,209	1,949	1,818
Loss of work due to a labour dispute.....	161	250	317
Refused offer of work and neglected opportunity to work.....	1,325	953	1,171
Discharged for misconduct.....	968	809	923
Voluntarily left employment without just cause.....	6,863	5,870	5,911
Failure to fulfill additional conditions imposed upon certain married women..	1,192	1,074	1,176
Other reasons†.....	2,879	2,635	1,472
Total.....	84,937	92,615	67,094

* Claimants disqualified February 1953, include 6,399 on revised and 1,772 on supplementary benefit claims.

† These include: claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants†
1951—April.....	3,007,850	2,821,110	186,740
May.....	2,976,000	2,839,200	136,800
June.....	2,993,000	2,904,160	88,900
July.....	3,036,000	2,949,500	86,500
August.....	3,031,000	2,947,100	83,900
September.....	3,036,000	2,955,100	80,900
October.....	3,049,000	2,965,900	83,100
November.....	3,051,000	2,951,200	99,800
December.....	3,105,000	2,951,300	153,700
1952—January.....	3,108,000	2,860,900	247,100†
February.....	3,110,000	2,791,500	318,500†
March.....	3,096,000	2,779,600	316,400†
April.....	3,090,240	2,851,570	238,670
May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600

* Revised figures. (Figures previously published were based on a ten per cent sample.)

† Ordinary claimants on the live unemployment register on the last working day of the preceding month.

‡ Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1953

SOURCE: Unemployment Insurance Commission

This table was not available at press time. It will appear in the next issue.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	2,069	990	1,079	968	24,944	\$ 55,521
Prince Edward Island.....	480	395	86	333	9,379	16,907
Nova Scotia.....	2,869	2,119	752	1,952	57,084	111,677
New Brunswick.....	3,988	2,790	1,199	2,337	62,185	121,261
Quebec.....	16,291	11,473	4,830	11,062	321,420	657,525
Ontario.....	11,243	8,098	3,154	7,955	248,279	531,700
Manitoba.....	2,510	1,809	704	1,758	59,332	124,210
Saskatchewan.....	1,624	1,140	486	1,192	31,219	66,533
Alberta.....	2,387	1,548	842	1,489	37,050	82,457
British Columbia.....	6,170	4,685	1,497	5,039	144,586	322,739
Total February, 1953.....	49,631*	35,047	14,629	34,085†	995,487	2,090,530
Total February, 1952.....	39,251	28,089	12,797	25,819‡	706,090	1,408,445

* There were, in addition, 938 renewal claims in February, 1953, and 870 in February, 1952.

† Includes 500 renewal claims.

‡ Includes 310 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1933.....		94.4	84.9	98.6	102.5	93.3		95.2	
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	233.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO APRIL 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	99.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.0
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF MARCH 1953

(Aug. 1939 = 100.0)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	March 1, 1952	Feb. 2, 1953	March 2, 1953						
St. John's, Nfld. (1).....	104.0	102.3	101.3	99.5	106.8	106.8	102.0	101.5	98.5
Halifax.....	177.8	173.9	173.6	218.0	128.2	154.5	220.5	187.1	138.9
Saint John.....	187.0	180.8	180.4	219.6	128.2	151.5	227.2	189.5	150.8
Montreal.....	195.4	190.5	189.8	242.7	152.3	147.8	193.6	202.1	143.2
Toronto.....	184.4	181.5	181.2	214.5	159.3	178.5	205.6	190.0	146.7
Winnipeg.....	182.0	177.2	176.6	226.4	136.8	134.0	201.7	198.1	140.1
Saskatoon.....	185.6	182.1	182.4	235.7	134.4	160.4	215.9	203.1	133.2
Edmonton.....	181.2	175.7	176.3	230.9	128.1	121.3	213.8	190.5	141.9
Vancouver.....	192.2	187.5	187.1	233.5	138.0	177.3	216.2	195.4	152.0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1)—St. John's Index on the base, June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	March 1950	March 1951	March 1952	Feb. 1953	March 1953	Price March 1953
Beef, sirloin steak.....	lb.	120.7	154.8	268.9	346.8	352.8	305.1	297.1	82.2
Beef, round steak.....	lb.	125.7	167.9	299.5	386.6	397.1	339.1	329.8	77.4
Beef, blade.....	lb.	132.7	162.3	320.7	436.4	452.4	364.6	356.4	56.8
Beef, stewing, boneless.....	lb.	136.7	168.3	359.8	497.5	527.6	424.4	416.3	56.3
Lamb, leg roast.....	lb.	109.9	152.8	267.2	310.6	333.3	285.5	284.8	81.5
Pork, fresh loin, centre cut.....	lb.	125.3	143.8	224.7	257.6	219.9	253.5	245.7	65.8
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	237.8	306.9	258.5	267.5	264.3	49.7
Bacon, side, fancy, sliced, rind-off.....	½ lb.	132.3	142.5	222.7	217.1	198.3	184.3	189.2	34.7
Lard, pure, package.....	lb.	151.3	159.6	188.3	283.7	187.6	159.1	162.8	17.7
Shortening, package.....	lb.	134.7	137.5	213.2	263.8	232.1	202.1	200.7	28.6
Eggs, Grade "A", large, carton.....	doz.	156.4	181.3	188.8	208.0	165.7	179.8	195.8	61.2
Milk.....	qt.	111.0	95.4	166.1	175.2	191.7	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	239.6	252.8	266.0	249.5	252.0	68.8
Cheese, plain, mild, ½ lb.....	pkg.	174.6	165.4	223.7	240.2	263.3	262.5	263.3	34.9
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	183.9	191.8	191.8	191.8	12.5
Flour, all purpose.....	lb.	127.3	124.2	221.2	224.2	230.2	224.3	224.3	7.6
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	177.1	192.1	195.4	195.4	18.0
Tomatoes, canned, 2½ s.....	tin	129.9	137.7	178.3	206.5	289.2	259.8	257.9	27.2
Peas, 20 oz.....	tin	117.5	121.7	145.7	152.4	168.0	173.6	174.4	21.9
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	172.8	176.6	192.0	186.4	184.5	19.9
Onions, cooking.....	lb.	108.2	126.5	177.5	122.8	224.7	189.8	207.3	10.7
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	154.5	132.0	281.9	233.5	203.7	46.4
Prunes, pkg.....	lb.	115.8	120.2	200.0	240.7	245.1	234.7	236.4	27.8
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	129.8	151.3	174.5	166.5	166.5	24.8
Oranges, California.....	doz.	132.5	154.3	161.9	164.1	143.4	131.4	124.8	34.2
Jam, Strawberry, 16 oz.....	jar	111.3	115.1	146.1	164.3	167.7	155.3	151.7	26.0
Peaches, 15 oz.....	tin	101.5	106.1	140.6	150.1	154.7	148.6	147.3	21.8
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	164.8	191.7	199.5	172.6	172.6	10.8
Coffee, medium quality, in bag.....	lb.	141.6	131.7	258.4	306.9	315.0	308.3	308.0	105.4
Tea, black, 1 lb.....	pkg.	145.2	131.6	177.2	183.7	187.2	178.2	176.9	51.6

*Descriptions and Units of Sale Apply to March 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103.8	.....	^a 68.8	^a 52.0	63.3	79.4	72.4	^e 33.8	58.2
P.E.I.—			^a	^a					
2—Charlottetown.....	85.0	77.8	60.8	54.6	49.8	65.8	57.0	31.2	45.6
Nova Scotia—			^a				^c		
3—Halifax.....	89.7	81.5	56.6	56.3	55.2	69.7	51.2	36.8	53.8
4—Sydney.....	84.7	75.8	59.2	59.0	54.4	70.4	54.3	35.3	50.4
New Brunswick—									
5—Moncton.....	82.9	74.8	56.0	50.8	48.2	69.0	51.1	36.4	48.9
6—Saint John.....	83.3	78.3	^a 60.2	58.4	53.9	71.1	51.5	37.4	48.1
Quebec—									
7—Chicoutimi.....	97.0	94.4	63.6	51.6	51.3	58.2	51.2	35.7	47.8
8—Hull.....	75.3	74.6	^a 54.0	54.7	46.1	62.2	47.7	31.5	49.8
9—Montreal.....	93.5	88.3	^a 55.6	56.9	46.8	65.9	50.6	33.4	55.6
10—Quebec.....	93.5	90.3	^a 48.4	47.1	49.3	55.9	45.5	30.0	50.7
11—Sherbrooke.....	85.4	81.3	^a 58.2	57.0	44.5	59.1	49.9	32.1	45.0
12—Sorel.....	88.7	82.2	^a 57.4	50.1	51.9	60.9	48.5	32.9	55.0
13—Three Rivers.....	95.9	85.1	49.6	48.1	44.1	61.1	47.9	34.3	57.4
Ontario—									
14—Brantford.....	76.0	73.3	58.0	55.1	48.2	66.3	44.8	36.0	48.4
15—Cornwall.....	74.0	73.9	50.3	53.6	40.9	62.4	50.0	32.6	51.1
16—Fort William.....	80.8	77.8	^a 59.8	^a 59.4	53.4	65.4	.....	34.9	59.0
17—Hamilton.....	81.4	77.1	56.8	57.1	47.9	69.0	43.8	36.1	51.3
18—Kirkland Lake.....	77.8	75.3	^a 57.2	53.2	50.2	65.2	^d 54.2	35.8	55.3
19—London.....	77.8	76.2	54.1	54.7	48.2	66.8	42.3	34.8	53.3
20—North Bay.....	70.8	72.5	^a 54.0	51.1	47.3	65.3	42.3	34.3	51.5
21—Oshawa.....	75.2	75.3	53.6	53.8	47.6	65.4	39.8	34.5	47.5
22—Ottawa.....	78.8	75.0	55.3	56.9	43.6	68.0	^d 48.0	34.9	50.0
23—Sault Ste. Marie.....	79.6	78.1	^a 57.4	61.1	52.4	67.0	51.9	33.8	53.0
24—Sudbury.....	74.2	73.2	^a 54.3	52.4	44.3	63.3	^d 53.8	31.3	48.3
25—Toronto.....	83.2	79.2	58.3	58.7	47.4	67.2	40.2	35.2	48.2
26—Windsor.....	74.8	71.1	^a 53.9	58.5	47.5	65.7	^d 48.8	35.1	55.3
Manitoba—							^d		
27—Winnipeg.....	79.6	73.8	54.9	53.9	48.7	63.1	52.6	35.6	50.9
Saskatchewan—			^a						
28—Regina.....	78.9	74.7	57.2	58.2	48.6	63.6	51.0	35.1	53.1
29—Saskatoon.....	77.2	74.3	^a 52.7	60.4	47.7	61.3	^d 51.4	35.3	49.6
Alberta—							^d		
30—Calgary.....	80.3	75.3	67.0	58.9	44.3	64.2	53.2	35.5	53.1
31—Edmonton.....	74.9	70.9	^a 52.6	56.4	48.3	58.8	45.8	36.3	46.4
British Columbia—									
32—Prince Rupert.....	89.0	84.5	60.0	66.5	56.0	72.0	58.5	39.8	65.0
33—Trail.....	93.6	89.4	^a 70.4	69.8	.....	74.0	64.7	39.7	62.3
34—Vancouver.....	91.8	82.4	63.8	62.2	54.7	73.5	^d 58.5	37.5	55.1
35—Victoria.....	95.8	87.3	65.6	66.6	60.8	71.7	54.5	38.1	56.5

FOODS AND COAL BY CITIES, MARCH, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A", large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
St. John's.....		8-6	12-0	20-8	11-8	61-6	79-0	32-0	79-9
P.E.I.—									
2—Charlottetown.....		8-4	13-6	19-1	11-1	52-8	^g 61-4	17-0	70-4
Nova Scotia—									
3—Halifax.....	74-2	8-2	12-8	18-4	9-6	50-1	^g 66-8	20-5	72-3
4—Sydney.....	72-4	8-4	14-0	19-2	10-9	49-8	^g 68-5	22-0	74-8
New Brunswick—									
5—Moncton.....		8-2	12-0	18-3	10-5	50-0	^g 65-9	20-0	70-4
6—Saint John.....	75-3	8-1	12-7	18-7	10-1	48-9	^g 69-1	21-0	71-5
Quebec—									
7—Chicoutimi.....	100-0	8-2	15-2	19-3	10-9	54-0	^g 65-3	20-0	65-8
8—Hull.....		7-3	12-0	17-3	10-3	47-0	62-3	22-0	66-3
9—Montreal.....	83-0	7-5	12-0	17-4	9-4	49-6	64-4	20-0	67-6
10—Quebec.....	86-0	7-3	12-0	18-2	9-9	50-8	^g 63-6	20-0	67-3
11—Sherbrooke.....	85-4	7-7	12-4	17-8	9-6	48-8	^g 64-6	20-0	66-1
12—Sorel.....	88-5	7-4	12-0	17-7	9-9	46-8	^g 59-8	19-0	66-7
13—Three Rivers.....	78-3	7-4	11-3	17-4	10-5	49-8	^g 65-0	19-0	65-7
Ontario—									
14—Bramford.....	81-8	7-8	12-0	17-4	9-9	45-2	^g 59-2	21-0	68-0
15—Cornwall.....		7-3	12-0	18-0	10-2	47-6	^g 60-9	19-0	68-6
16—Fort William.....		7-2	13-3	18-8	11-4	54-0	^g 58-0	23-0	67-1
17—Hamilton.....	88-3	7-9	12-0	17-5	10-2	46-5	^g 61-9	22-0	68-7
18—Kirkland Lake.....	84-3	8-0	11-8	18-9	11-2	51-0	62-8	25-0	71-4
19—London.....	88-7	7-5	12-0	17-4	10-2	46-5	^g 57-8	21-0	68-3
20—North Bay.....	81-0	7-8	12-7	19-5	11-3	50-0	^g 63-0	22-0	68-8
21—Oshawa.....		7-6	12-0	17-1	10-0	46-8	61-7	21-0	67-7
22—Ottawa.....	81-8	7-6	12-0	17-7	10-4	49-3	62-5	21-8	67-9
23—Sault Ste. Marie.....		7-9	13-3	19-0	11-2	48-8	65-8	23-0	70-6
24—Sudbury.....	78-0	8-1	12-7	18-3	11-0	48-5	62-6	23-0	69-7
25—Toronto.....	85-3	7-6	12-0	17-3	10-0	45-5	^g 80-2	22-0	68-2
26—Windsor.....	81-3	7-7	12-0	17-8	10-7	47-7	^g 61-4	22-0	69-0
Manitoba—									
27—Winnipeg.....	80-1	7-1	14-0	17-8	12-8	^t 66-5	^g 55-7	20-0	65-6
Saskatchewan—									
28—Regina.....	73-8	7-2	12-8	18-8	13-0	^t 65-1	51-7	20-0	65-0
29—Saskatoon.....		7-1	12-8	17-6	14-0	^t 61-8	^g 51-0	20-0	66-0
Alberta—									
30—Calgary.....	84-0	7-3	12-8	18-1	12-2	^t 59-8	^g 54-8	21-0	66-9
31—Edmonton.....	74-2	7-2	12-0	17-7	12-1	^t 62-4	^g 51-4	20-0	68-7
British Columbia—									
32—Prince Rupert.....	92-0	8-1	15-0	19-0	11-3	^t 62-7	^g 61-1	31-0	70-8
33—Trail.....	93-2	7-6	16-0	18-4	12-2	^t 64-4	60-0	25-0	68-7
34—Vancouver.....	82-2	7-3	14-9	17-8	10-0	^t 58-1	^g 58-6	21-8	69-6
35—Victoria.....	90-2	7-6	14-9	17-9	10-4	^t 58-8	^g 63-8	24-0	70-0

TABLE F-4.—RETAIL PRICES OF STAPLE
Source: Dominion

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves per 15 oz. tin	Canned Vegetables			
								Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	Oranges, California, 28½ s, per doz.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	36.1	34.0	.....	33.2	.....	16.3	50.1	32.6	25.1	24.3	45.6
P.E.I.—											
2—Charlottetown.....	37.3	.....	19.5	29.8	28.2	18.1	20.8	29.0	22.4	22.0	35.1
Nova Scotia—											
3—Halifax.....	35.5	39.7	19.4	28.2	24.9	16.7	22.4	28.0	23.2	21.2	36.6
4—Sydney.....	36.8	36.6	18.3	28.6	26.4	17.5	23.1	29.1	22.8	21.9	36.9
New Brunswick—											
5—Moncton.....	34.7	39.1	19.8	28.6	26.2	15.6	22.3	28.4	22.6	19.6	38.1
6—Saint John.....	36.5	39.4	20.1	28.5	26.3	16.6	21.2	27.5	23.2	20.1	36.0
Quebec—											
7—Chicoutimi.....	36.9	.....	19.1	34.3	27.6	18.4	.....	27.0	22.3	20.7	36.0
8—Hull.....	33.3	.....	17.0	28.6	26.2	15.4	21.0	24.3	19.9	17.5	30.3
9—Montreal.....	34.7	.....	17.6	28.2	26.3	16.0	20.7	23.1	21.1	20.1	32.7
10—Quebec.....	34.8	.....	19.5	28.5	26.6	16.3	20.4	25.4	21.7	18.7	33.0
11—Sherbrooke.....	34.8	.....	17.7	30.0	24.4	15.9	20.9	23.6	21.7	20.6	35.4
12—Sorel.....	32.7	.....	17.7	29.0	26.4	15.9	22.6	25.3	18.8	18.7	37.5
13—Three Rivers.....	34.4	.....	18.0	28.4	26.1	17.6	.....	24.5	21.5	20.7	33.6
Ontario—											
14—Brantford.....	33.6	39.2	17.8	27.9	24.4	16.2	21.3	26.5	20.6	18.2	29.7
15—Cornwall.....	34.5	38.9	18.3	28.1	25.6	15.8	20.2	25.1	19.5	19.5	31.8
16—Fort William.....	36.2	40.1	15.8	28.2	25.4	17.2	21.1	28.0	21.9	19.6	36.6
17—Hamilton.....	34.6	39.6	18.3	28.1	25.1	16.1	19.2	25.2	20.9	17.5	33.0
18—Kirkland Lake.....	35.4	39.0	18.7	29.2	26.8	18.1	22.6	26.2	.....	20.5	35.4
19—London.....	33.3	39.0	19.0	25.9	26.8	16.2	19.9	25.2	21.2	17.6	30.0
20—North Bay.....	35.8	38.7	18.5	28.4	31.8	15.8	.....	26.2	23.6	19.5	33.0
21—Oshawa.....	32.8	39.6	18.4	26.5	23.3	15.4	20.0	26.5	20.5	17.6	32.4
22—Ottawa.....	34.5	39.4	18.4	28.1	26.0	15.8	21.3	24.7	22.0	18.2	31.2
23—Sault Ste. Marie.....	35.7	38.5	18.6	28.7	26.7	16.8	.....	26.9	21.1	18.8	32.1
24—Sudbury.....	34.4	37.8	18.7	27.5	26.1	16.6	.....	26.8	21.6	18.8	32.4
25—Toronto.....	33.2	39.3	18.0	27.0	23.7	15.5	20.3	25.3	20.6	17.3	29.4
26—Windsor.....	35.1	39.5	18.6	28.2	25.8	16.2	21.0	24.6	.....	17.7	32.4
Manitoba—											
27—Winnipeg.....	35.1	40.8	15.3	28.5	25.1	16.8	22.4	28.1	21.9	19.5	37.5
Saskatchewan—											
28—Regina.....	36.1	40.7	15.4	30.5	24.9	18.0	24.5	31.1	22.6	22.0	36.3
29—Saskatoon.....	34.8	40.9	14.6	28.4	25.0	18.1	23.6	30.2	23.4	21.9	39.6
Alberta—											
30—Calgary.....	33.6	40.1	13.3	29.8	24.9	17.1	25.6	32.0	21.6	23.1	34.2
31—Edmonton.....	35.5	41.3	14.1	30.3	24.7	17.9	23.8	30.9	22.5	22.9	36.9
British Columbia—											
32—Prince Rupert.....	37.3	40.0	15.4	31.3	26.8	19.6	24.2	33.3	m 20.9	m 20.4	37.2
33—Trail.....	36.0	39.3	16.6	32.7	25.7	19.5	26.0	33.2	m 20.9	m 21.6	35.4
34—Vancouver.....	35.8	40.1	16.4	26.9	24.1	16.6	23.8	29.7	m 19.6	m 18.6	33.6
35—Victoria.....	36.1	39.1	17.9	28.1	23.0	16.7	21.5	29.7	m 19.2	m 18.3	29.

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, MARCH, 1953

Bureau of Statistics

	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—									
1—St. John's.....	.....	61.5	11.7	33.7	26.3	61.6	124.9	.....	23.04
P.E.I.—					n		v		
2—Charlottetown.....	23.7	33.6	11.0	27.0	26.9	46.5	115.5	.....	17.50
Nova Scotia—					n				
3—Halifax.....	21.3	41.5	10.2	26.9	24.8	46.1	111.9	.....	19.31
4—Sydney.....	25.6	39.7	9.5	29.3	26.4	46.7	117.8	.....	13.60
New Brunswick—					n				
5—Moncton.....	21.9	42.2	10.5	26.1	25.1	46.8	108.6	.....	18.75
6—Saint John.....	21.8	38.2	10.6	27.7	26.9	47.6	113.7	.....	20.60
Quebec—					n		v		
7—Chicoutimi.....	18.9	47.8	13.8	28.2	28.0	56.1	112.3	30.00	.....
8—Hull.....	19.0	39.8	11.2	26.8	24.4	52.3	110.8	28.50	.....
9—Montreal.....	18.0	39.6	10.9	28.5	24.9	53.7	106.0	29.36	.....
10—Quebec.....	17.8	33.3	11.5	27.2	25.8	55.1	109.9	28.88	.....
11—Sherbrooke.....	17.9	39.1	11.0	28.7	24.5	55.0	108.3	28.25	.....
12—Sorel.....	17.9	46.7	12.1	26.7	22.6	52.6	109.0	26.75	.....
13—Three Rivers.....	18.3	41.5	10.5	27.9	24.3	54.2	108.6	27.80	.....
Ontario—					n				
14—Brantford.....	18.6	47.6	9.6	29.1	23.4	51.9	101.5	27.50	.....
15—Cornwall.....	19.1	42.5	10.2	27.2	23.7	52.3	107.1	29.75	.....
16—Fort William.....	20.3	62.9	10.9	25.3	25.2	51.1	103.6	26.32	.....
17—Hamilton.....	19.2	44.6	10.3	29.0	23.2	53.6	103.5	26.56	.....
18—Kirkland Lake.....	19.8	56.4	12.2	28.8	27.0	55.2	99.8	33.38	.....
19—London.....	19.1	43.1	9.3	28.1	22.5	50.3	103.2	26.75	.....
20—North Bay.....	20.3	48.3	9.8	.....	23.0	53.7	113.6	29.75	.....
21—Oshawa.....	19.3	41.3	9.3	26.6	23.0	54.7	102.2	27.75	.....
22—Ottawa.....	19.1	41.4	11.3	28.4	25.7	52.6	104.4	28.50	.....
23—Sault Ste. Marie.....	19.8	53.1	10.2	28.4	24.2	55.0	103.6	25.50	.....
24—Sudbury.....	19.2	48.6	11.7	25.3	25.3	52.5	101.4	29.75	.....
25—Toronto.....	18.8	43.6	9.5	27.7	24.4	52.1	101.2	25.12	.....
26—Windsor.....	19.1	44.6	9.2	30.1	24.6	52.0	104.4	26.00	.....
Manitoba—					n				
27—Winnipeg.....	19.7	49.4	11.8	28.0	26.2	48.1	100.2	.....	20.95
Saskatchewan—									
28—Regina.....	22.4	43.7	12.3	25.9	27.6	50.2	102.1	.....	18.30
29—Saskatoon.....	22.3	53.6	13.4	27.5	26.8	46.5	97.9	.....	17.71
Alberta—					n				
30—Calgary.....	23.7	48.2	11.7	27.0	25.2	48.6	99.0	.....	.....
31—Edmonton.....	23.2	50.0	12.5	28.7	25.5	49.8	104.1	.....	8.25
British Columbia—									
32—Prince Rupert.....	25.5	64.3	11.0	27.6	26.9	50.6	100.2	.....	22.90
33—Trail.....	25.0	51.8	11.1	27.2	26.4	51.0	98.0	.....	19.50
34—Vancouver.....	20.3	56.2	10.2	25.5	23.5	48.1	96.7	.....	20.48
35—Victoria.....	21.1	56.3	11.6	27.2	24.3	47.8	100.8	.....	22.00

carton and loose. (h) Evaporated milk 17-04, per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—
 Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris	1938	1935	34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949			June, 1914 (e)	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1000
1922	(a) 120.4	(b) 119.7	(c) 183	(d) 183	(e) 183	(f) 183	(g) 183	(h) 183	(i) 183	(j) 183	(k) 183	(l) 183	(m) 183
1926	121.8	126.4	172	172	155	164	164	164	164	125	106.3	106.3	106.3
1929	121.7	122.5	164	164	155	164	164	164	164	118	106.8	106.8	106.8
1933	94.4	92.4	140	140	151	158	158	158	158	(m) 103	99	99	99
1939	101.5	99.4	100.0	100.0	178	108	108	108	108	103	99.9	102.9	102.9
1940	105.6	100.2	100.7	100.7	178	108	108	108	108	103	99.9	102.9	102.9
1941	111.7	105.2	104.4	104.4	205	129	129	129	129	113	103.4	106.1	106.1
1944	118.9	119.1	109.1	109.1	226	150	150	150	150	138	108.2	111.1	111.1
1945	119.5	123.6	213.5	213.5	295	285	285	285	285	279	128.8	127.0	127.0
1946	123.6	(n) 139.5	266.7	(o) 203	295	393	393	393	393	263	132.2	127.0	127.0
1947	135.5	(n) 159.6	300.3	(p) 203	291	645	645	645	645	208	134.1	127.8	127.8
1948	155.0	(n) 171.9	318.9	(p) 108	...	1030	457.5	162.1	217	279	139.7	130.9	130.9
1949	160.8	(n) 170.2	336.0	(p) 111	...	1032	484.7	172.4	224	281	147.8	139.2	139.2
1950	166.5	(n) 171.9	356.2	(p) 114	...	1818	491.5	175.9	222	283	153.2	1528	1009
1951	184.5	185.6	401.0	(p) 124	...	1945	5390	207.5	(e) 166.7	319	159.3	1609	1006
1952	191.5	189.1	440.4	(p) 132	...	145.9	5390	217.7	(e) 166.7	331	181.6	1906	1183
January	190.8	187.9	444.9	(o) 100.1	114	148.5	5459	218.5	(e) 159.1	329	181.9	2366	1253
February	189.1	188.0	448.8	100.6	...	148.1	5475	220.3	170.8	329	181.9	2366	1253
March	188.7	188.7	451.3	102.2	...	146.6	5501	223.1	170.1	325	182.9	2366	1253
April	180.7	189.0	457.8	102.2	115	144.5	5501	223.1	170.1	325	182.9	2366	1253
May	187.3	189.6	463.9	103.8	...	143.1	5559	225.1	170.8	322	183.5	2366	1253
June	188.0	190.8	464.8	103.8	...	142.8	5559	225.1	170.8	322	183.5	2366	1253
July	188.0	191.1	466.6	103.2	122	144.8	5572	224.8	170.9	320	184.4	2366	1253
August	187.6	191.1	466.6	103.2	...	144.8	5572	224.8	170.9	320	184.4	2366	1253
September	186.5 (s)	190.8	464.1	103.0	...	145.7	5615	225.2	171.3	317	185.3	2366	1253
October	185.0 (s)	190.9	464.1	103.9	...	144.9	5615	224.9	171.6	316	185.3	2366	1253
November	184.8 (s)	191.1	464.1	103.8	123	144.4	5626	224.3	171.1	298	190.3	2524	1284
December	184.2 (s)	190.7	464.1	104.5	...	145.4	5626	224.2	171.2	298	191.1	2524	1284
1953	184.4 (s)	190.7	464.1	104.4	...	145.4	5612	224.3	171.0	298	190.6	2524	1284
January	184.9 (s)	191.5*	464.1	104.4	...	146.0	5612	224.3	169.9	298	189.5	2524	1284
February	184.9 (s)	191.5*	464.1	104.4	...	146.0	5612	224.3	169.9	298	189.5	2524	1284
March	184.2 (s)	191.5*	464.1	104.4	...	145.2	5612	224.3	169.9	298	189.5	2524	1284

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 1, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-50 are on base 1938 = 100. (r) New series on base 1947-49 = 100. (s) Corrected base.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Feb. 1952	Jan. 1953	Feb. 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	232.6	221.5	220.9
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	202.0	218.6	218.2	202.0	200.9
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	267.7	264.8	239.3	239.0
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	246.7	295.9	260.4	240.3	241.1
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	258.3	295.5	294.1	289.84	286.7
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	183.6	208.7	218.1	221.5	221.4
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	159.5	180.6	179.7	169.6	168.5
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	164.8	169.8	174.2	175.3	174.9
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	157.8	187.8	187.3	177.0	176.7
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	212.8	237.9	227.8	209.4	207.9
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	236.2	229.0	228.8
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.8	289.6	289.3	288.1
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	242.7	286.2	287.9	283.7	282.3
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	236.7	268.6	259.6	226.4R	222.6
Field.....	.....	.....	137.2	69.3	83.7	191.9	200.4	221.9	186.4R	182.1
Animal.....	.....	.....	144.4	69.2	101.5	281.4	336.9	297.3	266.4	263.1

† Gold is included from 1935 to date.

* Arithmetically converted from base 1926 = 100.

The indexes for R Subject to revision.

 A Revised.

 R Revised to incorporate additional payments made for wheat and barley for crop year 1952-53.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH
1952-1953†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
Cumulative totals.....	38		9,108		87,845	0.04
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
Cumulative totals.....	41		20,645		184,020	0.07

* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to March, 1953				
MINING— Copper refiners, Montreal, P.Q.	1	200	3,000	Commenced July 14, 1952; for a union agreement; terminated by March 20; replacement and return of workers; in favour of employer.
Coal miners, loaders New Waterford, N.S.	1	30	30	Commenced February 26; protesting low pressure on conveyor belt followed by suspension of loaders; terminated March 3; reference to umpire; in favour of workers, all reinstated.
MANUFACTURING— Textiles, Clothing, etc.— Clothing and hosiery factory workers, Montreal, P.Q.	2	290	6,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; untermi-nated.
Metal Products— Jewellery factory workers, Vancouver, B.C.	5	41	900	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; untermi-nated.
Machinists and moulders, Vancouver, B.C.	1	59	1,000	Commenced February 23; for a new agreement providing for increased wages and payment of one-half premium for medical service plan following reference to conciliation board; terminated March 24; negotiations; compromise.
CONSTRUCTION— Buildings and Structures— Carpenters, Fort William, Ont.	1	9	100	Commenced December 17, 1952; for a new agreement providing for increased wages retroactive to April 1, 1952; untermi-nated.
TRANSPORTATION AND PUBLIC UTILITIES— Miscellaneous— Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	6,000	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; untermi-nated.
SERVICE— Business and Personal— Garage workers, Saint John, N.B.	1	22	500	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; untermi-nated.
Strikes and Lockouts Commencing During March, 1953				
MINING— Coal miners, New Waterford, N.S.	3	2,633	10,000	Commenced March 23; protesting suspension of 13 miners for refusal to transfer from regular working place; terminated March 27; return of workers pending reference to umpire; indefinite.
MANUFACTURING— Rubber and Its Products— Tire builders, etc., Hamilton, Ont.	1	(^a) 350	650	Commenced March 5; protesting piece-work rate on new tire machines; terminated March 6; return of workers pending settle-ment; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During March, 1953—Concluded				
<i>Animal Foods—</i> Packinghouse workers, Stratford, Ont.	1	39	740	Commenced March 6; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week with guarantee 36-hour week following reference to conciliation board; unternminated.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Kitchener, Ont.	1	125	450	Commenced March 16; alleged violation of seniority in lay-off of worker; terminated March 20; return of workers pending negotiations; indefinite.
<i>Metal Products—</i> Electrical apparatus factory workers, Guelph, Ont.	1	42	130	Commenced March 13; protesting dismissal of president of union for alleged intimidation; terminated March 18; return of workers pending reference to arbitration; indefinite.
Steel mill workers, Sault Ste. Marie, Ont.	1	(4) 100	600	Commenced March 15; protesting institution of third shift in rail mill; terminated March 20; return of workers pending further negotiations; indefinite.
Aluminum ware factory workers, Wallaceburg, Ont.	1	96	670	Commenced March 23; for a new agreement providing for increased wages, extension of relief period for moulders and hospital and accident insurance plan; unternminated.
Boiler factory workers, Napance, Ont.	1	45	20	Commenced March 25; for a union agreement providing for increased wages, pay for statutory holidays and seniority following reference to conciliation board; terminated March 25; negotiations; in favour of workers.
CONSTRUCTION— <i>Buildings and Structures</i> Building trades workers, Kimberley and Waneta, B.C.	2	(5) 1,000	2,100	Commenced March 4; dispute over interpretation of contract clause re travel time and fares; terminated March 12; conciliation; compromise.
Building trades workers, Hamilton, Ont.	1	17	17	Commenced March 16; protesting employment of part-time hoisting engineer; terminated March 16; return of workers; indefinite.
Carpenters, Comox, B.C.	1	30	30	Commenced March 20; protesting lay-off of 11 workers because of material shortages and for settlement of other grievances; terminated March 20; negotiations; indefinite.
TRANSPORTATION— <i>Other Local and Highway</i> <i>Transport—</i> Bus drivers, Timmins, Ont.	1	13	13	Commenced March 5; for increased wages; terminated March 6; negotiations; compromise.
TRADE— Dairy workers and route salesmen, Niagara Falls, Ont.	1	34	68	Commenced March 20; for a new agreement providing for increased wages following reference to conciliation board; terminated March 21; negotiations; compromise.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 375 indirectly affected; (4) 300 indirectly affected; (5) 190 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1952, BY GROUPS OF INDUSTRIES AND CAUSES

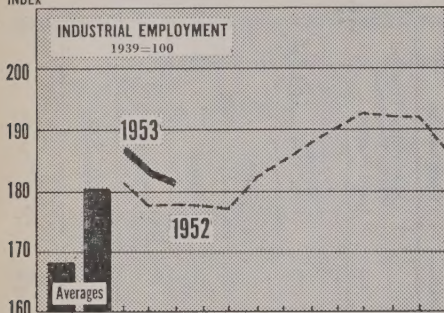
Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....								1					1
Struck by.....	11	37		1	12	15	1	21	1				109
(a) Tools, machinery, cranes, etc.....		2		2	4	7	1	5					16
(b) Moving vehicles.....	4	1		3	1			14	1				31
(c) Other objects.....	7	34		6	7	6		2					62
Caught In, On or Between.....													
Machinery, Vehicles, Etc.....	1	1		2	4	3		3					14
Collisions, Derailments, Wrecks, Etc.....	3	5	3	10	11		1	29	3				79
Falls and Slips.....	3	3	1	5	12	30	4	12	2		3		76
(a) Falls on Same level.....						3							8
(b) Falls to different levels.....	1	3	1	5	12	27	4	11	1		3		68
Conflagrations, Temperature Extremes and Explosions.....	1		1	5	6	1	1		1				16
Inhalation, Absorptions, Asphyxiation, Etc.....				6	5				1		1		13
Electric Current.....	2				2	3	7	4					18
Over-exertion and Industrial Diseases.....		3		2	1	2		1	2		7		18
Miscellaneous Accidents.....													
Total, Fourth Quarter—1952....	26	49	5	33	52	65	14	71	11		18		344
Total, Fourth Quarter—1951....	33	55	6	46	66	73	3	58	15	1	32		388

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1952

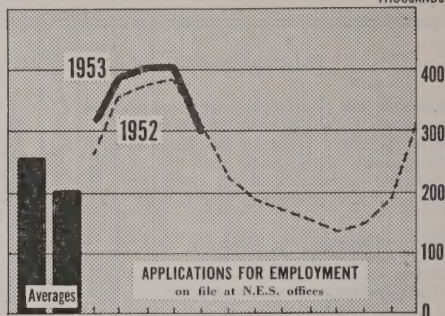
Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1			1	15	3	1	4	1		26
Logging.....			1	1	13	8			2	24		49
Fishing and Trapping.....	2					1	1			1		5
Mining and Quarrying.....	1		3		5	8			6	8		33
Manufacturing.....	1		1		14	24	2	1	2	6		52
Construction.....	2	1		2	15	22	3	1	8	11		65
Electricity, Gas, Water Production and Supply.....					3	4		1	3	3		14
Transportation, Storage and Communications.....	1	1	3	2	11	19	6	2	8	18		71
Trade.....						7		1	1	2		11
Finance.....												
Service.....	1				4	6	1					18
Unclassified.....										6		
Total.....	9	3	8	5	66	114	17	8	34	80		344

CURRENT LABOUR TRENDS

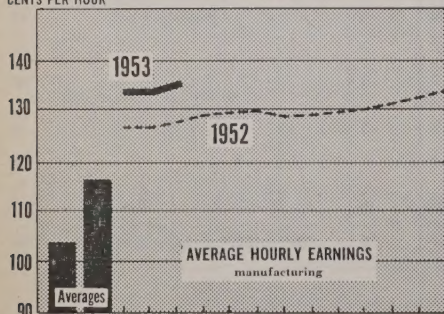
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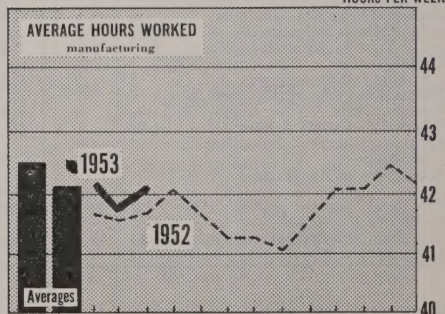
THOUSANDS



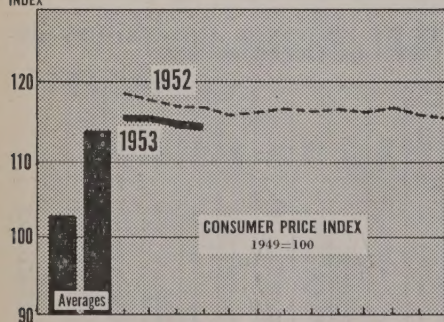
CENTS PER HOUR



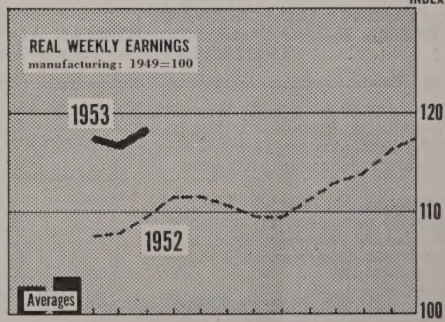
HOURS PER WEEK



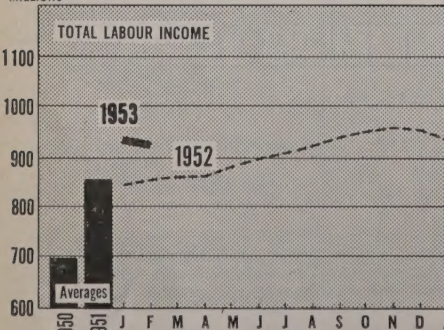
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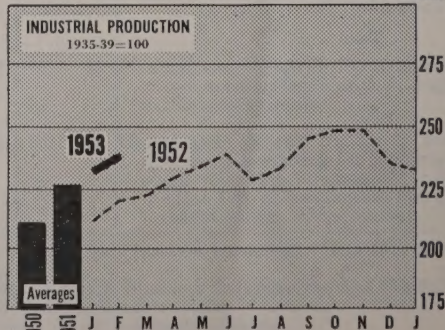
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MILLIONS



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Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The regular labour market analyses conducted by the Department of Labour in the postwar years indicate that the percentage ranges mentioned are usually symptomatic of the differing labour market situations designated in the above categories.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the

Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets. The behaviour of workers and employers in this market differs in a great many respects from that of sellers and buyers in other markets. Workers are often influenced by other than purely monetary considerations. The hiring and wage policies of employers differ significantly from their practices with respect to other purchases. Flexibility of prices characteristic of many other markets is not at all common in the case of most wage rates.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page 649 and in the listing opposite the map.

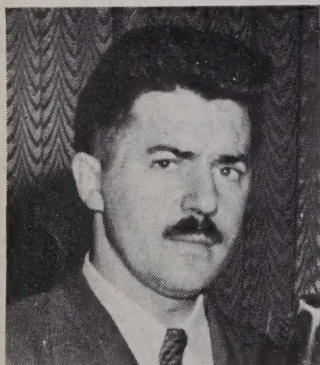
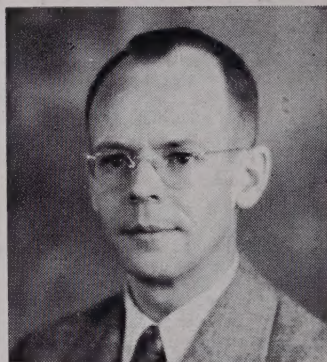
The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general, the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Trois Rivières includes Trois Rivières and Louiseville; Ottawa-Hull includes Ottawa, Hull and Maniwaki; Toronto includes New Toronto, Toronto and Weston; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 115 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

CCCL Officers Give Support to LMPCs

"For a number of years now the Congress of the CCCL has been giving its support to the Labour-Management Co-operation Service; several communiques sent out to affiliated syndicates have contained suggestions calling on them to take part in the formation and operation of Labour-Management Production Committees in companies where such a formula can be applied."

—Gérard Picard, General President,
Canadian and Catholic Confederation of Labour



"Thanks to Labour-Management Production Committees, the company can benefit by the wealth of experience accumulated by the workers. The CCCL therefore favours this form of co-operation, which leads to improvements not only in techniques but also in working conditions."

—Jean Marchand, General Secretary,
Canadian and Catholic Confederation of Labour

Is there an LMPC where YOU Work?

For information on how to organize an LMPC, apply to:



**Labour-Management
Co-operation Service
Industrial Relations Branch**

DEPARTMENT OF LABOUR, OTTAWA

Branches at Amherst, Three Rivers, Montreal, Toronto, Hamilton, Windsor,
Winnipeg and Vancouver